

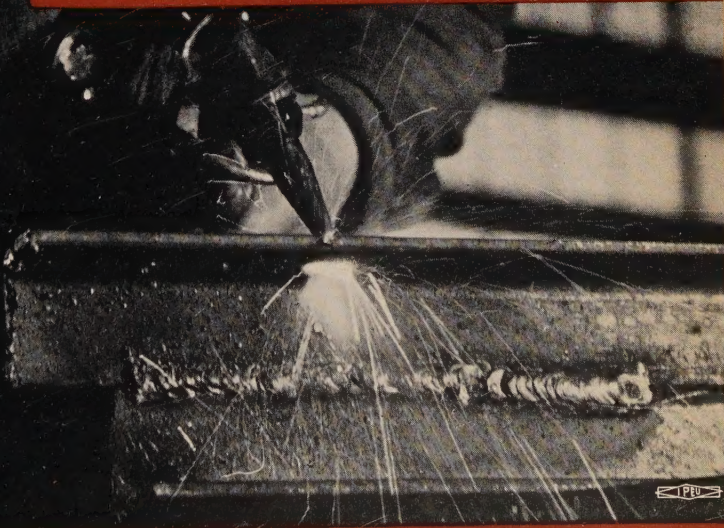
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VOCATIONAL TRAINING OF THE DISABLED  
(Legislation Dealing with Training (p. 1096))



CANADA

# THE LABOUR GAZETTE



Published Monthly by the

DEPARTMENT OF LABOUR  
CANADA

Vol LXI

No. 11

NOVEMBER 30, 1961



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(Continued on page three of cover)

# THE LABOUR GAZETTE

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# Job Injuries in the Civil Service

In fiscal year ended March 31, Government Employees Compensation Branch processed 17,931 claims from on-the-job accidents. Total includes 3,249 claims arising from accidents in earlier years

Claims under the Government Employees Compensation Act on which action was completed during the fiscal year ended March 31, 1961 totalled 17,931. This total included 3,249 claims arising from injuries suffered prior to 1960-61. Action was not completed on 3,700 claims, and these were carried over into 1961-62.

Of the completed claims, 2,690 resulted in the payment of compensation at the rates set out in Provincial Workmen's Compensation Acts (under the Government Employees Compensation Act, the scale of benefits is that of the compensation act of the province in which the civil servant resides).

There were 3,099 claimants awarded full pay while absent from work because of injury, as authorized by the Civil Service Regulations, 9,091 medical-aid-only claims, and 86 claimants who were awarded permanent disability benefits. The total also included 2,373 first-aid cases in which no direct cost was involved since first aid may be rendered by government doctors and nurses as well as those trained in first aid work. Also, there were 20 fatalities in the year. Number of claims rejected as not qualifying under the Act was 572.

During the year, \$1,199,377 was paid on claims on which action was completed during the 1960-61 fiscal year. A further \$817,915 was paid on earlier claims. Of this total of \$2,017,292, the sum of \$647,879 was paid in full salaries, compared with \$589,781 that was paid in compensation.

Lost time in the year totalled 298,142 days; this figure includes 102,000 days charged for fatalities and 88,324 days for permanent disabilities. The formula of the American Standards Association, used here, fixes 6,000 as the number of days lost in both fatal and permanent disability cases, even though those with permanent disabilities may return to work.

Leading causes of injuries (see top chart, facing page) were: struck by objects, 4,790; falls and slips on the level, 4,158; over-exertion (lifting heavy objects in the wrong way or objects that were too heavy), 1,891; striking against and stepping on objects, 1,696; inhalation, absorption, ingestion and asphyxiation, 1,467; caught in or between objects, 1,091; falls and slips to other levels, 922, bites, stings, etc., 544, burns, 309.

Principal types of injuries (see middle chart, facing page) were: bruises, contusions and abrasions, 6,990; cuts, lacerations and punctures, 3,477; strains, sprains, twistings and wrenchings, 2,743; ear and eye injuries, 1,520; scalds and burns, 511, fractures, 510; crushes, 221.

The listing by part of body injured (see bottom chart, facing page) was headed by wrists, hands and fingers, 4,588; back, spine and shoulder, 2,474; feet, toes and ankles, 2,347; legs, knees, thighs, calf, shins, 2,174; eyes, 1,827; head, face, neck, 1,173; arms and elbows, 1,109.

Employees in the age group 31-40 suffered the most accidents, 5,151. Numbers for other age groups were: 41-50 years, 4,208; 21-30 years, 3,709; 51-60 years, 2,469; 61-70 years, 979; and 15-20 years, 836.

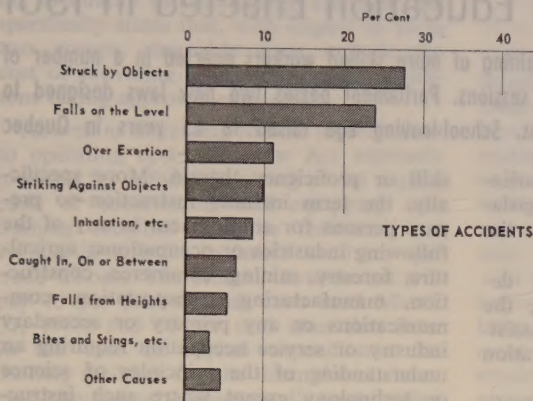
There were 11,416 claims filed by persons who had been employed five years or less, 3,676 by persons with 6 to 10 years service, 1,675 by persons with 11 to 15 years.

Males filed 16,280 of the claims, females 1,079.



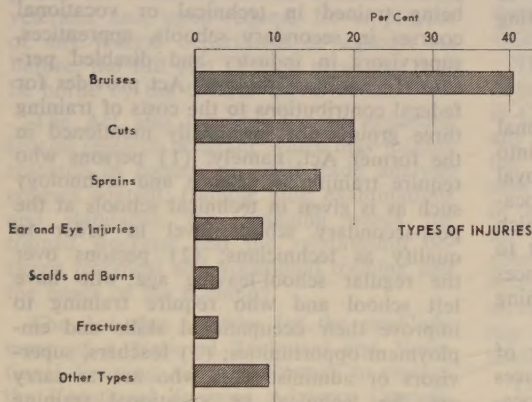
# INJURIES TO FEDERAL GOVERNMENT EMPLOYEES

(April 1, 1960 to March 31, 1961)



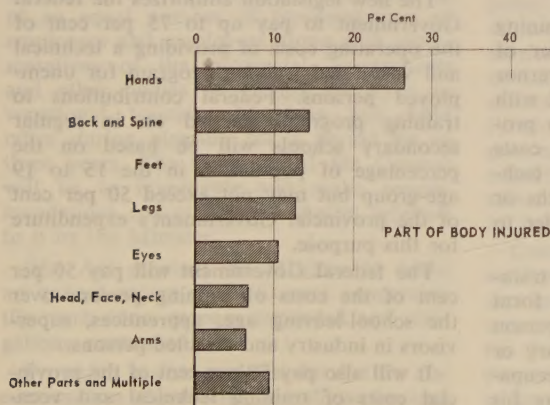
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# INJURIES TO FEDERAL GOVERNMENT EMPLOYEES

(April 1, 1960 to March 31, 1961)





# Legislation Dealing with Training and Education Enacted in 1961

Legislation to promote training of more skilled workers enacted in a number of jurisdictions at 1960-61 sessions. Parliament passes two new laws designed to improve training facilities. School-leaving age raised to 15 years in Quebec

During the 1960-61 sessions, both Parliament and a number of provincial Legislatures enacted legislation to promote the training of more skilled workers.

Parliament passed two new laws designed to improve training facilities, the Technical and Vocational Training Assistance Act and the Vocational Rehabilitation of Disabled Persons Act.

Manitoba enacted a Tradesmen's Qualifications Act providing for voluntary certification of tradesmen, New Brunswick passed a Youth Assistance Act, and Quebec adopted legislation raising the school-leaving age and providing for free education to Grade 11. An Act to institute schooling allowances also was enacted in Quebec.

## Federal Legislation

The federal Technical and Vocational Training Assistance Act, which went into force on December 20, the date of Royal Assent, replaced a 1942 statute, the Vocational Training Co-ordination Act, which had authorized the federal Government to share in the costs incurred by the provinces in providing approved vocational training programs.

In introducing the Bill, the Minister of Labour said: "This resolution introduces legislation to stimulate technical and vocational training and broaden its scope throughout Canada. It is designed to undergird the Government's program to increase employment and foster national development."

The Technical and Vocational Training Assistance Act authorizes the Minister of Labour, with the approval of the Governor in Council, to enter into an agreement with any province for a six-year period to provide financial assistance for the costs incurred by the province in providing technical or vocational programs for youths or adults who require this service in order to work at their full potential.

The term "technical and vocational training" is defined in the Act as any form of instruction designed to prepare a person for gainful employment in any primary or secondary industry or in any service occupation or for the purpose of increasing his

skill or proficiency therein. More specifically, the term includes instruction to prepare persons for employment in any of the following industries or occupations: agriculture, forestry, mining, commerce, construction, manufacturing, transportation, communications or any primary or secondary industry or service occupation requiring an understanding of the principles of science or technology except where such instruction is designed for university credit.

As under the Vocational Training Co-ordination Act, the federal government will share in the costs of providing training programs for unemployed persons, students being trained in technical or vocational courses in secondary schools, apprentices, supervisors in industry and disabled persons. In addition, the new Act provides for federal contributions to the costs of training three groups not specifically mentioned in the former Act, namely, (1) persons who require training in science and technology such as is given in technical schools at the post-secondary school level in order to qualify as technicians; (2) persons over the regular school-leaving age who have left school and who require training to improve their occupational skills and employment opportunities; (3) teachers, supervisors or administrators who are to carry out the technical or vocational training programs. Under the previous legislation, the federal Government contributed to the cost of training such persons but the federal share was subject to a quota allotment.

The new legislation authorizes the federal Government to pay up to 75 per cent of the operating costs of providing a technical and vocational training program for unemployed persons. Federal contributions to training programs carried on in regular secondary schools will be based on the percentage of population in the 15 to 19 age-group but may not exceed 50 per cent of the provincial Government's expenditure for this purpose.

The federal Government will pay 50 per cent of the costs of training persons over the school-leaving age, apprentices, supervisors in industry and disabled persons.

It will also pay 50 per cent of the provincial costs of training technical and voca-



tional teachers, supervisors and administrative personnel and of providing post-high school technical training for persons wishing to qualify as technicians. The new Act specifically states that, with respect to these two groups, shareable costs include the cost of providing living allowances to persons taking approved courses.

As well as increasing federal contributions to operating costs, the new Act expressly provides for a federal sharing of the capital costs of constructing and equipping new training facilities such as technical and vocational schools, technical institutes and trade schools. The federal Government will pay 75 per cent of such costs until March 31, 1963, and 50 per cent after that date. In the case of capital expenditures for training facilities for the unemployed, however, the federal Government's contribution will continue to be 75 per cent of such costs after March 31, 1963.

The Minister is again authorized to undertake technical or vocational training programs for members of the armed forces, veterans, and, upon request, for employees of any federal department or agency. As before, the full cost of such programs may be borne by the federal Government.

The Act also provides for an expanded federal research program, which may include research in connection with trade analysis courses content; training aids, examinations and standards; the changing needs for trained workers; and the relationship between technical and vocational training and the needs of the economy.

The Act also provides for the establishment of a National Technical and Vocational Training Advisory Council to replace the Vocational Training Advisory Council. Instead of 21 members, the new body will be comprised of 23 members, with one person to be designated as chairman. During the debate the Minister said that the membership of the Council would be made up of an equal number of representatives of employers and employees along with representatives of the provincial governments and other bodies or groups interested in vocational training. Members will hold office during pleasure for a period up to three years. The functions of the Council will be to investigate and make recommendations concerning any matter referred to it by the Minister.

The Act requires the Minister to make an annual report to Parliament concerning the work done, moneys expended and obligations contracted.

Provision is also made in the Act for the continuation of projects originally authorized

under the Youth Training Act, 1939, and continued under the Vocational Training Co-ordination Act.

### Second Federal Statute

The second federal statute dealing with training, the Vocational Rehabilitation of Disabled Persons Act, which will be brought into force by proclamation, authorizes the making of agreements with the provinces to provide for the sharing of costs incurred by the provinces in carrying out programs of vocational rehabilitation for disabled persons.

In introducing the Bill, the Minister of Labour said that the passing of this legislation would not commit the federal Government to any new areas of expenditure but would provide statutory authority for a program previously available under an annual vote in the estimates. Placing this authority in statute form would clarify federal and provincial responsibilities in this field, the Minister said, and would also "encourage the provinces to plan ahead in developing more effective vocational rehabilitation services."

The new Act authorizes the Minister of Labour, with the approval of the Governor in Council, to enter into an agreement with any province for a six-year period whereby the federal Government will pay 50 per cent of the costs incurred by the province in undertaking a comprehensive program for the vocational rehabilitation of disabled persons. The agreements will set out how, and by what manner, the various services and processes of restoration, training and employment placement may be made available to the disabled.

The principal services for which costs may be shared are: (1) assessment and counselling services for disabled persons; (2) services and processes of restoration, training and employment placement designed to enable a disabled person to dispense with institutional care or the services of an attendant; (3) utilization of the services of voluntary organizations carrying on activities in this field; (4) training counsellors or administrators to carry out rehabilitation programs; (5) co-ordination of all provincial activities relating to vocational rehabilitation of disabled persons. Additional services may also be included as required in individual cases.

Costs will not be assumed, however, for services available under other programs. The Act specifically states that the federal Government will not share in the costs incurred by the provinces in respect of disabled persons eligible for vocational training under the Veterans Rehabilitation Act or



for benefits under any workmen's compensation law.

The responsibility of co-ordinating federal activities in the field of vocational rehabilitation is placed with the Minister of Labour in co-operation with the Minister of National Health and Welfare and the Ministers or heads of other federal departments or agencies. The Minister is also authorized to undertake research programs, where appropriate, in co-operation with any province.

The Act provides for the establishment of a National Advisory Council on the Rehabilitation of Disabled Persons to replace the National Advisory Committee on the Rehabilitation of Disabled Persons set up in 1952. The new body will comprise 25 members, including 10 provincial representatives (one from each province), 10 members chosen upon the joint recommendation of the Minister of Labour and the Minister of National Health and Welfare, four representatives from the Departments of Labour, National Health and Welfare and Veterans Affairs and from the Unemployment Insurance Commission, and one other person who will be chairman. The duties of the Council will be to give consideration to and advise the Minister on matters relating to the operation of the Act.

Regulations respecting medical services may be issued by the Governor in Council on the joint recommendation of the Minister of Labour and the Minister of National Health and Welfare. As the Minister explained during the debate, this will ensure that medical services are purchased in harmony with the developing pattern of health services. Regulations dealing with other matters may be issued on the recommendation of the Minister of Labour.

## Provincial Legislation

### Manitoba

The Manitoba Tradesmen's Qualifications Act, which will be brought into force by proclamation, provides for voluntary certification of tradesmen, with provision for compulsory certification at some future date, and for the appointment of trade examining boards.

The Act gives the Lieutenant-Governor in Council power to establish a board of examiners in respect of any trade. Each board must be composed of at least three persons, with an equal number of employer and employee representatives and an impartial chairman, who may be a government employee.

Once established, a board of examiners must prescribe the examinations necessary to qualify for a certificate of proficiency in

the trade and must fix the pass mark; review applications to ascertain whether candidates have the required qualifications and experience, and conduct or arrange for competent examiners to conduct examinations.

With the approval of the Lieutenant-Governor in Council, a board of examiners may also issue regulations prescribing the experience and qualifications of applicants for a certificate of proficiency and setting out the terms and conditions under which a certificate of proficiency may be issued or renewed and the circumstances under which it may be suspended or cancelled.

As previously indicated, certification will be voluntary at first. The Minister may, on the recommendation of a trade examining board, issue certificates of proficiency to applicants with the required qualifications and experience who have passed the prescribed examinations. Provision is also made in the Act for issuing certificates of proficiency, with or without examination, to persons who have qualified in other jurisdictions.

Where an applicant for a certificate of proficiency in a trade designated under the Apprenticeship Act fails to pass the prescribed examination, the Provincial Apprenticeship Board, in consultation with the trade advisory committee, may give him an appropriate standing as an apprentice.

In any municipality where it is compulsory to have a municipal licence in order to engage in a trade, a person with a valid certificate of qualification in that trade may not be compelled to take an examination before obtaining a municipal licence.

The Act further provides that, if any legislation other than the Apprenticeship Act and regulations uses the expression "qualified" or "legally qualified" or "duly qualified" or any similar expression in connection with a tradesman or a trade, the term includes a tradesman who holds a valid certificate of proficiency under this Act. However, nothing in this Act exempts any person from any provision of any other Act or regulation or municipal by-law requiring a person to have a licence before engaging in a trade.

The Act makes it an offence for a tradesman who is not licensed under the Act to advertise himself as the holder of a certificate of proficiency. Any person found guilty of such an offence is liable to a fine of up to \$50 or imprisonment for a term of not more than seven days.

As the Minister explained during the debate on the Bill, compulsory certification will be introduced later if deemed in the public interest. The Act empowers the



Lieutenant-Governor in Council to make regulations prohibiting any person from engaging in or employing any person in a trade unless he holds a valid and subsisting certificate of proficiency in that trade or a certificate of qualification, or is an apprentice or a person employed for a probationary period.

### **New Brunswick**

The New Brunswick Youth Assistance Act gives the Minister of Youth and Welfare authority to make interest-free loans to students wishing to attend university or technical school. He is also empowered to make grants for postgraduate studies and to award scholarships for outstanding athletic accomplishments. Terms and conditions will be prescribed by regulation.

The Lieutenant-Governor in Council is also authorized to make regulations providing for the establishment of youth placement bureaus, guidance and counselling agencies, a youth publication service, a youth information centre and other services.

### **Quebec**

In Quebec, an amendment to the Education Act entitled "An Act respecting free education and compulsory school attend-

ance" raised the statutory school-leaving age from 14 to 15, effective July 1, 1962. During the debate on the Bill, the Minister of Youth said this was "a first step before raising it to 16." The Act also provided for free text books and abolished the monthly fee previously payable on behalf of children attending school.

Another amendment to the Education Act entitled "An Act to promote the development of secondary education" requires school boards to provide education up to Grade 11 inclusive. The Schooling Allowances Act provides for the payment, from September 1, 1961, of an allowance of \$10 a month, irrespective of need, to the mother of every student 16 to 18 years who is attending school regularly. No allowance will be paid for the months of July and August.

### **Ontario**

In Ontario, the Schools Administration Act was amended to narrow the exemption for children 14 years of age whose services are required on the farm. Now, if a farm child reaches 14 during the school term, he may not be excused from attending school until the end of the term, whereas previously he could be excused on reaching 14.

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## **Anti-Discrimination Legislation in 1961**

Two provinces enact anti-discrimination legislation in 1961. British Columbia becomes sixth province to enact an accommodation practices act, and Ontario extends its Act to prohibit any discrimination in the rental of apartments

During the 1961 sessions of the provincial legislatures two provinces enacted anti-discrimination legislation. British Columbia passed a Public Accommodation Practices Act, becoming the sixth province to enact this type of law. Ontario extended its Fair Accommodation Practices Act to prohibit discrimination in the rental of apartments and also amended its Anti-Discrimination Commission Act.

### **British Columbia**

Like the other provincial legislation of this type, the British Columbia Public Accommodation Practices Act prohibits any person from denying accommodation, services or facilities, customarily available to the public, because of race, religion, colour, nationality, ancestry or place of origin.

As a further curb on discrimination, the Act also states that no person may publish or display any discriminatory notices or signs or use other media of communication, including newspapers, radio and television, to express discrimination on any of the above grounds.

During the debate, the Minister of Labour, who introduced the Bill, said that the legislation would give further assurance to minority groups that they are entitled to the same rights as others, stating:

I think we can all agree that discrimination has a demoralizing effect on any individual.

It is both offensive and humiliating to any person to realize that solely because of his religion, the country of his birth or the colour of his skin, he is prevented from making use of public services in any of our communities.

Responsibility for the administration of the Act is vested in the Minister of Labour.



The Minister has authority to appoint an officer of the Department to receive and deal with complaints.

The enforcement provisions are similar to those in the other provincial Acts, with the emphasis on conciliation. A person who considers himself aggrieved may initiate action by filing a written complaint with the Director, who will assign an officer of the Department to investigate and try to effect a settlement. If the officer is unsuccessful in resolving the complaint, the Director may refer the matter to the Board of Industrial Relations, which must make an inquiry, giving the parties full opportunity to present evidence and make submissions. If the Board finds that the complaint is justified, it must recommend the course that ought to be taken. On receipt of the Board's report, the Minister may, on the advice of the Director, issue a final order embodying the Board's recommendations.

Any person who fails to comply with a provision of the Act or an order made under the Act is guilty of an offence and, on summary conviction, is liable to a fine of up to \$100.

As in other provinces, no prosecution may be instituted except with the consent of the Minister.

If a person has been convicted of denying anyone accommodation, services or facilities contrary to the Act, the Minister may apply to a Judge of the Supreme Court of the province for an order enjoining him from continuing the violation.

### Ontario

The Ontario Fair Accommodation Practices Act, which was adopted in 1954, was

amended to clarify the intent of the legislation by providing that no person "directly or indirectly, alone or with another, by himself or by the interposition of another" may deny any person accommodation, services or facilities, customarily available to the public, because of race, creed, colour, nationality, ancestry or place of origin.

Another amendment prohibits any person from refusing to rent any dwelling unit in a building containing more than six self-contained apartments on grounds of race, creed, colour, nationality, ancestry or place of origin.

As a result, any person found guilty of discriminatory rental policies is now subject to a fine of up to \$50 if an individual and up to \$100 if a corporation.

In Ontario also, amendments to the Anti-Discrimination Act (now the Ontario Human Rights Commission Act) changed the name of the Anti-Discrimination Commission established in 1959 to the Ontario Human Rights Commission and broadened its functions.

As before, the Commission is required to advise the Minister on the administration of the Fair Accommodation Practices Act, the Fair Employment Practices Act and the Female Employees Fair Remuneration Act, and to develop and conduct educational programs designed to eliminate discriminatory practices. Its new functions are to "forward the principle that every person is free and equal in dignity and rights without regard to race, creed, colour, nationality, ancestry or place of origin," and to promote an understanding of, acceptance of and compliance with the province's anti-discrimination laws.

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## U.S. Monthly Labor Review Carries Series on Retraining

In the United States, as in Canada, retraining programs are receiving growing attention as one means of reducing the number of the long-term unemployed and encouraging the growth of the economy. For this reason, the United Bureau of Labor Statistics is publishing in its *Monthly Labor Review*, beginning with the August issue, "a series of articles on the retraining of unemployed workers to bring their skills into line with the requirements of a changing economy."

The first article, on European Government Programs, describes the work of retraining that is being done in Western Europe. The structure of the governmental programs in Sweden and France, whose retraining programs, the article says, "vary considerably in organization and administration" is explained at some length.

"The articles to follow will include such topics as federal and state legislation on training, case studies of community retraining programs, studies of retraining undertaken by unions, and a summary of the considerations involved in developing a Government program of retraining for the long-term unemployed," an editor's note attached to the article says.



# Ninth Annual Catholic Social Life Conference

Application to present-day labour-management relations of principles developed in papal encyclicals is discussed at three-day meeting under theme, "Industrial Relations Seventy Years After *Rerum Novarum*"

The application of the social teachings of papal encyclicals to present-day industrial relations in Canada was the theme of discussion at the Ninth Annual Catholic Social Life Conference, held in Halifax on October 13 to 15, under the title, "Industrial Relations Seventy Years After *Rerum Novarum*." Pope John XXIII's recent encyclical, *Mater et Magistra* (L.G., Sept., p. 887), figured prominently in the discussions.

Most Rev. F. A. Marrocco, D.D., Auxiliary Bishop of Toronto, delivered the keynote address. Three of the five principal speakers dealt with the role in industrial relations of religion, of educational institutions, and of government. Another discussed the Industry Council Plan, and the other the present social and economic position of agriculture in Canada.

Other speakers addressed special interest groups dealing with: Young Christian Workers, Labour and Co-operatives, Labour Schools, Communications and Industrial Relations, Women at Work, and Catholic Employers and Managers Study Groups.

A short period of each session of the conference was devoted to discussion in workshops or study groups, the conference being broken up into 27 of these. Each workshop period was followed by a plenary discussion.

Several resolutions were passed toward the end of the conference, of which one dealt with unemployment and another with agriculture.

"Unemployment," the conference said, "has produced detrimental physical and spiritual consequences to individuals and families, and has seriously interfered with industrial relations in many parts of Canada." The attention of the federal and provincial governments was drawn to the plight of these individuals and families, with the request that the governments, "in collaboration with labour and industry, should initiate remedial employment projects in those areas."

The resolution on agriculture requested "That governments enact legislation providing farmers with effective control of prices and markets for their products, supplemented, if necessary, by subsidies to farm families." It urged also that "in view of

Canada's agricultural potential, a policy of large-scale immigration be developed jointly by governments, industry, organized labour, organized agriculture and professional groups."

The conference, which was attended by more than 700 delegates, was welcomed by Premier Robert L. Stanfield of Nova Scotia, and by Mayor John E. Lloyd of Halifax. A message from the Holy See was read by Most Rev. J. G. Berry, D.D., Archbishop of Halifax.

## Message from the Holy See

Productive processes must be determined in a rational way, since to do otherwise would be to waste human energy and the means of production, said a letter from the Holy See addressed to Archbishop Merry of Halifax. It was signed by Amleto Cardinal Cicognani, Vatican Secretary of State.

But at the same time, the indexes of productivity and production must not be taken as the supreme criteria in the organization of productive processes, the letter said. Rather, these indexes "must be pursued in accordance with the requirements of the moral order, safeguarding the human dignity of all those engaged in production."

Because far-reaching changes have taken place since the war in economic and social fields, and these changes have had repercussions on the means of production and on relations between workers and management, "it is opportune that these relations be re-examined and re-organized," the letter said.

The re-organization should be made according to principles developed in the Church's teachings, particularly in *Rerum Novarum*, *Quadragesimo Anno* and *Mater et Magistra*.

The letter went on to outline more particularly the principles and criteria that must be observed in the re-organization.

"Working conditions must be such as to safeguard the physical health of workers and their moral integrity," the letter said. To this end, measures must be taken to safeguard health and morals and to prevent accidents; and working hours must be kept within reasonable limits, especially for women and children.



Rates of payment for work must not be left entirely to the laws of the marketplace, nor on the other hand must they be decided arbitrarily. Principles of justice and equity must be considered, but at the same time the remuneration of the workers must take into account "their effective contribution to production and to the economic state of the enterprise" and to the common good of the community and of other communities throughout the world. Especially must the "repercussions on the over-all employment of the labour force in the entire country" be considered in deciding wage rates.

The workers, "in the manner and to a degree most convenient," should be enabled "to participate in the ownership of the enterprise itself..."

"It is, however, impossible to create an atmosphere of serenity in the organizations of production unless the uneasiness of workmen, arising from the uncertainty of their future, can be eliminated or reduced as far as possible. This can be done by setting up opportune systems of social insurance or social security..." the letter continued.

"Even social services operated inside the enterprise itself can contribute efficaciously to the development of good relations between workers and management..."

"As far as possible, each worker should fill the post which best corresponds to his ability, his zeal and his merits. Promotion to higher posts inside the firm, and salary increases, must be given with objective criteria which are equal for all, and inspired by justice and equity.

"Provided the principle of unity and efficiency of management is ensured, the desire of workmen to participate actively in the life of the firm where they work is a legitimate one, and must be satisfied to the degree and in the manner permitted by the actual situation."

Regarding the rapid and far-reaching changes in the means of production consequent upon "ever wider application of processes of automation," the letter refers to the "immediate negative repercussions upon workingmen, especially in what effects the stability of their employment," that may result from these changes.

"It is therefore an exigency of social justice," it goes on to say, "that such application be made in such a way that the immediate negative results of automation should not be borne exclusively by the workers or by certain groups of workers. Rather should such negative results weigh equally, or even more heavily, upon the investors of capital and, when opportune,

even upon all the members of the political community, since all, in the final analysis, benefit by such changes of automation. This can the more surely be obtained when the workers, through their unions and organizations, are present and have a voice in the implementation of processes of automation."

### Bishop F. A. Marrocco

The "plain, simple purpose" of social encyclicals is to focus attention, in a given era, on a principal, fundamental moral disorder of the time, said Most Rev. Francis A. Marrocco, D.D., Auxiliary Bishop of Toronto, in his keynote address at the opening of the conference.

When Leo XIII issued *Rerum Novarum* in 1891, he was convinced that social injustice permeated the revolution then taking place in the economic world, Bishop Marrocco pointed out, and he set out to suggest in broad outline the way in which a solution was to be found. Among the suggestions were:

—Workers must labour conscientiously and take pride in the fruits of their labour, must respect the employer and his property, need membership in a union but must see to it that the union represents their cause without violence and rioting, and must repudiate leaders with evil principles.

—Employers must respect the human dignity of workers, not consider men as mere sources of muscle and power from which to make money, and must refrain from treating unions or workers' associations as revolutionary and subversive societies.

—Government should direct its interest and its authority toward the encouragement and promotion of good labour relations.

—Employers, employees and government must all abandon the idea that economic philosophy and ethics are outside the competence of religion.

Forty years after *Rerum Novarum*, Bishop Marrocco continued, Pius XI "must have concluded that man was still a long way from the Christian 'fraternity in economic affairs' that Leo had visualized." In *Quadragesimo Anno* Pius XI begged the more reasonable leaders of industry, labour, education and government to influence the economic order by:

—Using their rank and initiative to convince all sectors of the economy, including agriculture, that they are interdependent and that no one of them can live without the other.

—Setting out to create a spirit of partnership in which industry, labour, agriculture, science, education and government will combine their efforts for the betterment of all.



Now, 70 years after, John XXIII has issued "the most authoritative review of the basic social teachings of the Church you will find anywhere." *Mater et Magistra* would have been the best keynote address to the conference, Bishop Marrocco said, but, using it as a basis for his remarks, he dealt with "some of the enlightenment this conference should shed on the economic and social conditions of our own country."

Let the conference decide whether in seventy years we have learned our lesson and are eradicating individualism, selfishness, immoderation and inequity from our economic and social policies...

Is there amongst workers a sincere honesty of effort and a real pride in their particular assignment, and is respect for the firm that employs them and the property of that firm a characteristic of modern labourers, and has an appreciation of the trade union movement expanded and moved workers to give active participation in union affairs, and caused them to ensure the wisest, most upright, most law-abiding, and most competent leadership of their unions?

...With seventy years of labour relations behind him, [the average Canadian employer] should be distinguished for his record in respecting the human dignity of his employees, in promoting their spiritual and temporal welfare, in using the most progressive means to share the fruits of production with the labourers who helped create them. He should be noted for his reasonable, just and charitable dealings with labour associations and for his desire to contribute to the general prosperity of the whole country. Is the average employer in Canada so disposed to the men in his employ, to the unions that represent them, and to the national economy?

What about the labour and general social legislation of Canadian federal and provincial governments during the last seventy years... With all the progress that has obviously been made by Canada in social legislation, in economic and social planning, and in international relations, how does this conference rate Canada and its ten provinces in terms of its social legislation and economic co-ordination and in terms of its liberality to other lands?

"I am convinced you will find we have advanced some distance along the roads pointed out by Leo, but that we have not advanced far enough," the bishop said.

The speaker drew the attention of the delegates to two "very significant social changes recommended by Pope John "as a means of ensuring that a country like Canada doesn't end up with two classes, the very rich and the very poor." These were:

—Concerted action to preserve the small business enterprise, and in particular the family farm.

—The provision of the means "whereby the workers may have their say in, and make their contribution to, the efficient running and developing of the enterprise."

In relation to the preservation of the family farm, the Pope believes, Bishop

Marrocco said, that agriculture has become a depressed sector of the economy because:

—Nations have tried to make agriculture more productive and efficient by encouraging industrial farming instead of making the new technology serve the family farmer.

—Nations have not done enough to reduce the difference between the living standards in the country and the city.

—Nations have done little to destroy the inferiority complex which prevails about work on the farm.

## Role of Religion in Industrial Relations

Religion has a most important role in industrial relations, and without religion and the spirit of the brotherhood of man it is hard to see how any human relations can be amicable, said Most Rev. William E. Power, D.D., Bishop of Antigonish, in his address on "The Role of Religion in Industrial Relations."

In our society, however, we find people of many religions, and we have people from all of these various groups involved in industrial relations, he said.

He quoted a statement by Pope Pius XII that although religion might seem to be a divisive rather than a unifying element, "unity can be achieved only on the basis of the one universal natural law and its appeal to the reason of every man... No civilization can endure unless it is based on religious principles."

Bishop Power continued: "The fundamental religious principles to be followed in industrial relations have their foundation in natural law and are acceptable to all thinking men... The real difficulty is in the application of these principles."

Those attending the conference, as Catholics must consider not only the natural law, but certain specific teachings of the Catholic Church, which made "even more plain the important role which religion and the Church must play" in industrial relations, the bishop said.

In all industrial relations, the dignity of man must be kept foremost in mind. "No employer can ever forget that he is dealing with a fellow man entitled to all of man's rights and privileges."

If, during the past 70 years, "the teachings of Christ had been employed in relations between employer and employee, there would be no problem in industrial relations," he said.

The Church has the obligation to make sure that industrial relations are conducted with due respect to the dignity of man and to the teaching of Christ. Government,



industry and labour have the obligation to realize the importance of the Church in this regard and to look to religious principles for the solution of labour problems.

"Religion teaches the labouring man his rights as well as his duties, teaches him that he must work honestly and efficiently and carry out all agreements which he has made . . . On the other hand, religion teaches the employer that he must not consider his employees as slaves . . . Without the Christian concept of charity, industrial relations can never be carried on in the proper atmosphere."

It is a matter of record that government, management and labour have been influenced by the social teachings of the Church, Bishop Power said. "The right of labour to organize into unions of their own choosing, which Leo XIII championed vigorously in 1891, is now written into the basic law of the land, however belatedly and experimentally. In Canada today we have a trade union act in each of the ten provinces. The first was passed in Nova Scotia in 1937—46 years after Leo XIII's encyclical."

The principal measuring of reform advocated by Pope Leo XIII and Pius XI were legislation and organization. Progress has been made in both fields. Less than a century ago child labour was a commonplace. Women were employed at the most menial, physical tasks. After Pope Leo's ringing denunciations of such situations, governments reversed their policy of *laissez-faire* or "hands off." A new branch of law has been established to protect the sacred rights of the workers that flow from their dignity as men . . . Governments have enacted legislation more or less in harmony with the philosophy expressed by Leo and Pius.

Summing up, Bishop Power said the role of the Church in industrial relations is twofold: to reform the social order according to the principles of sound philosophy and to perfect it according to the precepts of the Gospel, and "to develop men and women of integrity, knowledge, persuasion and personal sanctification who will dedicate their lives to a reconstruction of the social order based on justice and charity."

It is the role of the Church to make it clear to the average worker that it is his duty to put in an honest day's work for his pay, to take a pride in his work and to have a constant ambition to improve, and to participate fully in the activities of his labour union. He should also realize the importance of competent leadership in his union.

On the other hand, the Church must bring home to Canadian employers their responsibility toward their employees, that they must respect the human dignity of their employees, promote their spiritual and tem-

poral welfare, and respect the motives of the unions and work well with them.

## Role of Education in Industrial Relations

Educational institutions play their part in achieving ideal industrial relations by making known the ideal and the methods by which it may be achieved, said Prof. Gerald E. Clarke, acting head of the Department of Economics of St. Patrick's College, Ottawa, in his address on "The Role of Educational Institutions in Industrial Relations."

The ideal in industrial relations has been defined in *Rerum Novarum*, *Quadragesimo Anno*, and *Mater et Magistra*, Prof. Clarke pointed out. He gave a brief statement of the ideal to be sought:

In the ideal society, workers would be adequately paid. They would be adequately protected from the financial problems involved in unemployment, sickness, industrial accidents, arbitrary dismissal and old age dependency. They would do an honest day's work every working day and would respect the property of their employers. They would belong to unions which would be competently and honestly led because workers would have sufficient interest in their unions to ensure such leadership. They and their employers would bargain in good faith to determine the conditions of employment. Employers would recognize the human dignity of their workers. Employers and employees would realize that their separate interests are much more convergent than divergent and this would lead them to work together rather than at cross-purposes. Workers would have some say in the management and ownership of the enterprise in which they work and would share in the profits.

The precise role of each educational institution in achieving this goal depends on the maturity of the persons it deals with, he said. "We should teach primary-school children that work is honourable, that unions are good things for workers, that strikes may be and usually are justified, that underpaying workers through one's own fault is a sin. No specific course is needed or even desirable to get this message across to grade-school children. It should be imparted informally in most subjects, though mentioned specifically in classes on religion or civics."

Since it will be many years before even 20 per cent of Canadian high school students go to university, he said, "anything that is to be taught about industrial relations to the majority of our youth must be taught in high-school years."

Answering the objection that the high school curriculum is already too crowded, Prof. Clarke suggested that teaching on industrial relations and other social matters could be introduced informally in the teaching of English, history, current events and religion. It could also, he said, be introduced



in the same informal way in extra-curricular activities such as debating, school papers, student councils and school parliaments.

In any case, he said, "if it be agreed that the purpose of formal education is to assist students to prepare for adult life, is it not essential that they should know the sort of society which they, as adults, should strive to bring into existence?"

The speaker also commended suggestions made at an earlier conference for the holding of summer courses in social doctrine for teachers and for specific training in the field for selected members of religious communities, high school staffs and college faculties.

Because it is an almost universal requirement in Canada that all new high school teachers have a university degree, the teaching of social principles in university was recommended by Prof. Clarke. If this is done, high school teachers of the future will be familiar with the doctrine and teach it, he believed.

"In addition to spreading knowledge of the Christian social principles, the university has a major role to play in developing the applications of these principles," Prof. Clarke said. To the question, "How well is this being done?" he answered, "The work has barely started."

Finally, the speaker discussed the role that he thought should be played by adult education. He quoted several passages from a book, *The Campus and the Community*, by Dr. Alexander Laidlaw, regarding the part that universities should play in adult education, the gist of which was that the university becomes a class institution unless it undertakes extramural work for those outside the regular student body.

Prof. Clarke urged the allocation by university administrations of funds and staff to their extension departments. "Adult education through university extension is probably the quickest way to turn social principles into social practice," he said.

### Discussion Period

During a question period after Prof. Clarke had spoken, the "resource persons" on the platform were asked whether they agreed with Prof. Clarke's statement that strikes were usually justified. In answer, Dr. Joseph Vorstermans, Professor of Economics, St. Mary's University, Halifax, said that he disagreed.

In reading the encyclicals one should be careful not to lean too much to the side of labour, he said, and pointed out that these directives had said that employers as well as workers should form unions.

Prof. Clarke admitted that perhaps his remarks about strikes had been too strongly worded. He still thought, however, that more strikes were justified than many non-union people seemed to think.

In answer to another question, Prof. Vorstermans said he thought that the Pope's reference to employers' organizations were not intended to mean organizations of the type of the Canadian Chamber of Commerce or the Canadian Manufacturers' Association.

Donald Gillis, President of Local 598, International Union of Mine, Mill and Smelter Workers, Sudbury, asked how working people with no high degree of education could be fired with the desire to bring about social improvements. "As a result of a three-year course sponsored by the Catholic Church in Sudbury, a group came out and ousted the Communist group in the Local," he said, and he asked how such work could be promoted elsewhere.

Rev. Vincent Murnaghan, Professor of Commerce, St. Dunstan's University, Charlottetown, another of the resource persons taking part in the discussion, said that there probably had to be a demand for groups of this kind on the part of the working people concerned.

### Role of Governments in Industrial Relations

"The role of the Government as conceived in Canadian labour legislation, whether federal or provincial, is rather that of a mediator or referee. Within a very wide area, initiative leading to co-operation and settlement is left to the parties," said Arthur Maloney, Q.C., M.P., in an address on "The Role of Governments and International Bodies in the Promotion of Industrial Relations." Mr. Maloney, former Parliamentary Assistant to the Minister of Labour, was the conference banquet speaker.

In recent years a new note has been injected into labour-management relations in Canada "in the form of a new insistence upon the necessity that labour and management cast off those things that divide them, as they co-operate mutually in the furtherance of what they hold in common—the achievement of which is both to their advantage and the furtherance of the public good," he added.

He thought that the formation of the National Productivity Council and the setting up of a labour-management steering committee in Ottawa under the joint chairmanship of the President of the Canadian Labour Congress and the President of the Canadian Manufacturers' Association left no doubt that a discernible trend was developing under the pressure of events.



Among the events exerting this pressure, the speaker mentioned: competition from low-cost countries abroad, problems arising from technological change and automation and from the need for increased productivity, and "public annoyance in the face of damaging tie-ups that are industry-wide and occurring at a time when Canada cannot afford to have men out of work."

Inexorable economic logic has thus added its weight to the Pope's appeal for a closer relationship between employers and employees, Mr. Maloney remarked.

Mr. Maloney had begun his address by reminding his listeners that much of the social legislation now in effect derived from papal encyclicals. As examples he cited legislation upholding the right of workers to organize and the right to a living wage, providing for the collective bargaining process, defining and prohibiting unfair labour practices, and prohibiting strikes and lock-outs until collective bargaining procedures have been exhausted.

The encyclicals also clearly delineated the role of governments. "The state has an obligation to provide machinery for the free intercourse of management and labour. The state has, above all, an obligation to provide for those who, in the normal course, cannot provide for themselves."

Mr. Maloney suggested that perhaps it was time for another trial of the Industry Council idea propounded in the encyclicals. He said that the establishment of the National Productivity Council was a step in this direction.

Referring next to the "rising price-wage spiral," Mr. Maloney said that, although a living wage must be a cornerstone of our economic philosophy, "it is possible to reach a point beyond which further increases, passed on in the form of higher prices, will simply result in a deterioration of the value of the consumer dollar. And this, of course, is what has been happening."

He suggested that when this point is reached in wage-price relationships, "labour demands should perhaps shift from monetary gain to other types of benefits. And I believe that this, too, has been taking place."

Whether such considerations would be within the scope of Industry Council action would have to be decided by labour and management, but he thought that certainly such matters as automation, foreign competition, productive efficiency, in-plant training, and other matters, would offer "a wide area for mutual exploration and mutual decision."

There is no doubt that acceptance of the Industrial Council proposal would mean a surrender of authority to some extent by both labour and management, Mr. Maloney said. "Whether such a surrender, minimal as it might be, would be undertaken, not only in furtherance of mutual interest and mutual advantage, but to the larger benefit of the public interest, remains to be seen."

"For myself, I believe it vital to the smooth and effective working of our industrial complex, indeed, to our national progress, that a closer and more harmonious relationship between labour and management be achieved."

The speaker deprecated the habit of blaming the trade unions for all our economic ills. "It is not the higher wage that raises the cost to the consumer. It is rather the subsequent increase in price which is designed to keep the level of profits as high as it was before the wage demand was made," he pointed out.

Mr. Maloney then paid tribute to the value of the trade union movement in stemming the tide of Communism on this continent. "While unions have their faults and have on occasion acted under leadership that came from individuals of questionable character, we should not forget that the union is one of the great bulwarks against Communism today."

"The behaviour of the union men who belong to the Sudbury [Mine-Mill] Local in the last few weeks has done much to enhance the prestige of the trade union movement in Canada and has served to show Canadians everywhere how vital a force for good a union can be."

There must be no falling back in our economic and social achievement, the speaker continued. "Nor is it enough that we gain these things for ourselves. We now face the added responsibility of raising to our level of achievement those areas of the world where equal advancement has not taken place... This is no longer a matter of altruism. It is a matter of survival."

The solution of our own difficulties is only the half-way point in meeting the challenge. "We must then move to meet tremendous and over-riding problems in the international sphere... We must not be in a position where all the revolutions against poverty and misery are Communist revolutions."

Wherever in the world there is misery and poverty the Communists are moving in with the promise of bread and land, at the price of freedom, said Mr. Maloney. "To those who have had hunger without free-



dom, bread without freedom is at least an advancement.

"We must be able to hold out bread and a better way of life, along with freedom in a reconstituted social order."

### The Industry Council Plan

There is no doubt that we are engaged in an irreversible process of socialization, carrying with it a kind of planning. We may accept this process blindly and passively, or we may consciously and actively participate in it, said Rev. Gérard Dion, M.S.S., Director, Department of Industrial Relations, Laval University.

"We have no choice on the trend itself, but we have in our power the possibility of fixing the objectives, of selecting the means and determining the agents of execution," he said in an address on "The Industry Council Plan."

In his address, Father Dion surveyed the evolution of the industry council idea in the papal encyclicals, dealt with what we have done in Canada with the idea, and suggested what could be done about "fixing the objectives" and "selecting the means and determining the agents of execution."

The Industry Council Plan, he explained, grew out of Pope Pius XI's development, in *Quadragesimo Anno*, of ideas expressed by Leo XIII in *Rerum Novarum*. Pius XI, besides assigning to the state a more positive role in economic matters, had held that the reconstruction of the social order required the setting-up of intermediate bodies having their own economic and occupational goals. These bodies were to be established by the people concerned, not imposed by the state at its own discretion, and they were to be legally vested with the character of semi-public organizations, in a manner reminiscent of the medieval guilds, although they were to be adapted to places and circumstances.

In the latest encyclical of John XXIII, *Mater et Magistra*, however, the idea of these semi-public organizations had been modified. With Pope John's clarifications and "the integration of the principles of functional economy in the general process of socialization," Father Dion thought, it would "no longer be possible to confuse the social order advocated in the teachings of the Church with any kind of past fascism."

The difficulty of putting into practice the principles enunciated in the encyclicals did not make them readily acceptable to those in a position to institute the Industry Council Plan, he said. Trade unions did not pay

much attention to projects they thought would curtail their freedom of action. "They felt they already had enough difficulties with the opposition of employers and the lack of understanding from public opinion. They were even more suspicious when they met, among the advocates of the Industry Council Plan, some people who never missed an opportunity to criticize and undermine their actions."

Employers did not pay much attention to the Plan.

Many of them are so imbued with the spirit of individualism that they do not feel the advantages and the necessity of organizing among themselves. They join trade associations when they cannot do otherwise and only for business purposes. Few indeed are the employers' associations that negotiate with trade unions. And it is very natural that those who hold economic powers are not ready to share them of their own free will. Moreover, those who had some acquaintance with the social teaching of the Church were more inclined to notice the passages concerning the right of property, the freedom of enterprise, the freedom of initiative.

Governments follow public opinion "and it is not a secret that those who hold economic power were, in the past, those who had the greater influence."

To these reasons why the Industry Council Plan did not expand very much, we must add others: (1) We have in Canada 11 autonomous governments which have jurisdiction over the matters involved in the Industry Council Plan, "and as far as we know they still have much to do in order to learn how to co-operate among themselves." (2) The majority of our labour unions have their head offices not in Canada, but in the United States. (3) Many companies, and the most important, are only subsidiaries of foreign companies. (4) "What about the general dependence of the Canadian economy on that of our southern neighbor? It is pretty difficult to initiate in Canada what has not yet been started in the United States."

Organizing the economy and spreading the Industry Council Plan, Father Dion said, "will not come naturally only by free competition, free enterprise and free initiative, although a certain degree of freedom must always be safeguarded. Intermediate bodies are natural and necessary if we want to avoid state totalitarianism. Institutional co-operation at all levels must be organized between the agents of the economy. Intermediate bodies must co-operate among themselves and with the government in order to help it play its positive role in the economy for the common good, national and international."



Among existing bodies, the speaker mentioned labour unions, trade associations, consumer groups, and co-operatives.

Trade unions are probably the best organized groups. In all cases, they are quite representative and are considered as such. Nevertheless, trade unions can and must improve. Even though almost every industry is covered by them, we must not forget that the number of union workers has not yet reached a third of all who could be organized... Many members are still outside unions, or are lukewarm members.

Among the groups not yet organized were white-collar workers, foremen and supervisors, and salaried people among liberal professions. The latter are organized under a particular law in groups having disciplinary rights over their members, but the groups were organized "exclusively to protect the condition of the independent professional workers."

As for associations among employers, "it is chaos, confusion, useless duplication—in other words, the greatest disorder we can imagine," Father Dion said.

"In face of the irreversible trend of an ever-greater influence of government in [the] economy, if the enterprises do not wish to renounce all initiative and intend to play their part in the elaboration of economic policies, they will be obliged to throw out this ancient individualism and organize themselves in some acceptable way," he contended.

The lack of foresight and the behaviour of these groups makes it difficult to discover their ideology, Father Dion said. They are opposed to Communism because it is prejudicial to their own interests; they are imbued with personal and collective individualism.

This explains why when faced with the phenomenon of the socialization of contemporary life (which we must not confuse with socialism) they remain unable to form any type of organization which could safeguard the dignity of the human being, take into account the organic character of the society, the subsidiary function of the government and at the same time the necessity of some kind of economic planification.

The principles of the social doctrine of the Church have not really entered the world of business and labour relations, he continued. "Each time the trade unions have recommended some tripartite form of collaboration to solve some permanent problems of a given industry, they meet a cool reception from the companies and inertia from the public administration."

Regarding the means by which a favourable climate for the diffusion of the principles of the social doctrine of the Church could be created in the public mind and in the existing associations, Father Dion

said he thought the time had come to think about the creation of some para-professional groups along with the professional groups in order to aid the penetration of a Christian conception of life and to diffuse the social doctrine of the Church."

## Agriculture and Industrial Relations

The big question in Canadian agriculture is: "Who will own the land and who will do the work? Will it be free, independent farmers, or will it be collectives run either by big corporations or perhaps even the state?" said Frederick E. Von Pilis, public relations officer for the Saskatchewan Farmers' Union, who spoke to the conference on "Agriculture and Industrial Relations."

"The question is not the survival of the 'small' farmer or the 'big' farmer," he continued. It is, rather, "whether we want to make it possible for a man to own or rent a farm where he can—by his own work and management, with the help of his wife and children—make a decent living for himself and his family..."

We are agreed that we want the first alternative but we must not lose sight of the sad fact that there is an increasingly strong trend of thought favouring the second alternative, Mr. Von Pilis said.

"Most economists will argue that 'under prevailing conditions of technology there are too many people in agriculture and too few resources per farmer.' Therefore, they see the first step toward an improvement of the economic condition of farmers in a sharp reduction of their numbers," Mr. Von Pilis continued.

"We have been imbued with the idea that technological developments and the resulting mechanization of farming demand large-scale farms and that, therefore, the 'small' farm has to go." But, he contended, in agriculture bigness does not necessarily achieve greater efficiency and productivity.

"Increased efficiency in production is of no benefit to the farmer unless it is accompanied by increased efficiency in distribution," he said, asserting that the answer to the farmer's trouble did not lie primarily in production but in demand.

"We will have to create conditions which will increase effective demand and thereby make it possible for farmers to use the available resources to capacity, while at the same time devising a system which will guarantee farmers their equitable share of the market and a reasonable income..."

Earlier Mr. Von Pilis, citing statistics of the agricultural labour force, number and size of farms, and farm production and



income, pointed out that "total net farm income has declined by 29.8 per cent from 1951 to 1960. This is current dollars. Calculated in 1951 dollars the decline amounts to 41.4 per cent..."

"There were times when the per capita income of farm people amounted to as much as two thirds or better of Canadian per capita income. Today it amounts to about one third, or approximately \$516, compared with \$1,540."

The measures proposed by Mr. Von Pilis to increase effective demand and guarantee farmers an equitable share of the market and a reasonable income included:

—A "large-scale, well-planned immigration policy on a scale similar to that of the early years of the century when this country absorbed up to 5 per cent of its population per year." A large increase in population would increase the demand for food in the home market, he contended.

—The seeking of a widening of the European Common Market into an Atlantic Free Trade Area to enlarge the export market.

—Development of a World Food Program to "complement, not replace, technical assistance to unlock the wealth of developing countries."

—The establishment of compulsory marketing boards "with full control over the marketing of commodities."

—Supplementation of market returns to farmers by direct payments to farmers, since marketing boards protect prices only to a certain extent. "An income transfer of this kind should not be objectionable in a country that protects secondary industry by import tariffs which are income transfers," Mr. Von Pilis argued. "Direct payments made out of general revenue would not be

a burden on low-income consumers, but would come out of the pockets of those consumers who are in the fortunate position of having to pay taxes."

—More active support by the farmers of the co-operative movement in both buying and selling. Even in Saskatchewan and Prince Edward Island, where the movement is strongest in retail purchasing, the co-operatives are a long way from making an impact on retail trade. "The picture is more reassuring when we look at the marketing end" but "we must admit that the total result is not what it ought to be," the speaker said.

As a means of reducing the price of what the farmer has to buy, he was not prepared to propose at this time a system of price controls, although one may become necessary "unless we can break the practice of 'administered' prices and 'hidden persuasion.' I suggest that perhaps continuous, close supervision by the Combines Investigation Board may achieve this goal," Mr. Von Pilis said.

"Farmers must make their voice heard in political circles," he said. But he added that "Bitter experience has taught Canadian farmers that direct action should not be taken by their commercial or professional associations. Rather, farmers should form separate groups for political action..."

Other measures advocated by the speaker were: extension of unemployment insurance to cover farm workers, more and better vocational training facilities for young farm people who have to seek a livelihood elsewhere than on the farm, and extension of agricultural research work to include sociological and psychological problems as well as "production economics."

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## Nine-Month Immigration Total Down to 56,000 from 84,000 in 1960

The number of immigrants to Canada during the first nine months of 1961 was down to 56,168 from 83,843 in the same period of 1960, the Department of Citizenship and Immigration has reported. Of the total, 19,386 arrived during the third quarter, and 24,943 in the second quarter.

Classified by occupational group, with the corresponding figure for the first nine months of 1960 in parentheses, the largest number 6,654 (11,590) were listed under "manufacturing, mechanical and construction." The "professional" group came next with 5,301 (5,937), and in third place was the "service" group with 5,081 (6,634), followed by the "clerical" group with 3,402 (4,888). Labourers in the first nine months numbered 3,110 (6,291), and 2,020 (4,620) were shown under "agriculture."

Of the nine-month total of 56,168 immigrants, 28,296—slightly more than half—were shown as dependents not destined for the labour force. This compared with 39,521 out of 83,843 in the same period in 1960.

By country of last permanent residence, the largest number of the immigrants, 10,853, came from Italy. Immigrants from the United Kingdom numbered 9,559, and those from the United States 8,788. This latter number was higher than the total from the U.S. in the first three quarters last year, 8,500.

# 32nd Annual Meeting of the Canadian Chamber of Commerce

Achieving adequate level of employment and output in Canada's most serious and most immediate problem, says speaker at session on "Canada's economic ills"  
Other speakers tell how to improve our ability to compete at home and abroad

"Diagnosis of Canada's Economic Ills" was the theme of one of the plenary sessions of the 32nd annual meeting of the Canadian Chamber of Commerce, held at Halifax October 2, 3 and 4.

To open this session, John Deutsch, Vice-Principal (Administration) of Queen's University, presented an analysis of Canada's economic problems. A. J. Little, Chairman, Canadian Tax Foundation, spoke on "The Role of Government" and N. R. Crump, President, Canadian Pacific Railway Company, on "The Role of Business."

Another plenary session had the title, "Improving Our Ability to Compete." At this session, F. M. Covert, O.B.E., Q.C., spoke on "How We Can Best Compete in the Home Market" and E. L. Harrison, President, Vancouver Board of Trade, spoke on "Improving Our Ability to Compete in World Markets."

The speaker at the annual dinner was E. P. Taylor, President, Argus Corporation Ltd., who dealt with the factors that he believed were necessary to restore the rate of Canada's economic growth to at least 4 per cent a year.

A final plenary session dealt with "Community Action for Prosperity." This session is not reported here.

## John J. Deutsch

The improvement over the past several months, the moderate business recovery after about a year of recession, has not yet made a significant inroad on the excess capacity and the unemployment that have persisted in recent years, said John J. Deutsch, Vice-Principal (Administration) of Queen's University, in an address that opened a panel discussion on the second day of the Chamber's annual meeting. Subject of the discussion was "Diagnosis of Canada's Economic Ills."

Achieving an adequate level of employment and output was Canada's most serious and most immediate problem, he said.

Since the end of the war there has been an "upward drift" in the rate of unemployment, and the recovery during the last business cycle, 1957-59, "was conspicuously weak and short-lived, so that the economy never achieved a satisfactory rate of expansion before another recession set in."

The recovery now taking place will have to be very much stronger than any of the cyclical recoveries since the end of the war if full output and employment are to be achieved, he declared. "If such a strong upswing is not realized, the problem of substantial unemployment will persist farther into the future," he warned.

He did not subscribe to gloomy theories about the cause of the present problems but, he said, it must be recognized that important changes are taking place; the changes must be recognized and dealt with effectively.

The disappearance of postwar scarcities and the re-appearance of fierce international competition are only a part of the story, Mr. Deutsch said. Far more significant are the changes at home: the shift in the relative importance of consumer expenditures on services compared with expenditures on goods, the substantial fall in the amount of labour required per unit of goods produced.

"Over the past several years, these combined influences have resulted in an absolute drop in employment in goods-producing industries and a sharp rise in employment in service industries," he pointed out. The expansion in service occupations has created a wide range of new opportunities for women, especially married women, and as a result there has been a large increase in the female labour force.

During the past five years the total Canadian labour force has grown almost twice as rapidly as in the preceding five-year period. The increase in the number of women was almost as large as the increase in the number of men, although women constituted only about a fifth of the total at the beginning of the period. During the year ended last July, total employment rose by 127,000 but 101,000 were women and only 26,000 were men.

Although the increase during the past several years in the number of jobs available compares favourably with the increases during the early years "of the booming fifties," the growth in employment opportunities has not been nearly fast enough in face of the sharp rise in the size of the labour force, Mr. Deutsch asserted.

Over the next five years, the increase in the Canadian labour force will be equally as large as in the last five years, and the



rate of increase for women is expected to be more than twice as great as that for men, he continued. "In addition to the jobs that must be found for these new entrants, it is necessary to provide work opportunities for some 200,000 to 300,000 who are now unemployed. About one million more jobs are needed by 1965," he declared, remarking that this was a figure slightly larger than the increase in employment over the entire ten-year period, 1950 to 1960.

"We are being confronted with this situation at a time when automation and other forms of technological progress are continually reducing the requirements of manpower per unit of output."

The answer to this "major" economic problem, Mr. Deutsch said, "lies in the achievement of an adequate rate of economic growth, a rate much faster than we have attained in the recent past."

One school of thought argues that this rate of growth can be brought about by boosting total demand through larger government expenditures and a large increase in credit accompanied by low interest rates, to curtail the inflow of foreign capital and reduce the competition from imports so that there would be a greater demand for Canadian produced goods and export markets would become more profitable. This is a short-run prescription for which a strong case can be made in the present circumstances, he said, but it cannot ensure a sustained and adequate rate of growth over time.

"The purpose would be frustrated sooner or later by the development of a serious inflation," Dr. Deutsch asserted. "Indeed, there is the danger that the consequences of a mere fear of inflation that could arise from massive monetary expansion and massive government deficits would stall the recovery before it got very far."

Our economic ills cannot be solved by short-run monetary and fiscal expedients alone, he continued. The basic problems now facing us arise primarily out of the difficulties of adjustment to change, to far-reaching changes both at home and abroad.

Our export trade is confronted with the prospect of an entirely different world, a world divided into large trading blocs, each with a huge internal market surrounded by protective barriers. There is a possibility that Canada will be cut off from the one special trading area with which she has been historically associated: the British Preferential System. And one of the significant changes to which our economy must adjust is the modification or replacement of that system by newly developing groups.

As things are moving, Mr. Deutsch warned, Canada might be the only one of the half dozen largest industrial nations in the free world that is not part of a trading area nor has a huge internal market of its own. The entrance into the world market by the under-developed countries with an increasing volume of exports produced in low-wage industries involves adjustments in what we try to produce and what we try to sell.

The answer to the problems of the trading blocs and of increasing low-wage competition does not lie in a retreat to some new form of economic isolationism... Inside a protective shell the Canadian market is much too small a basis for a satisfactory rate of economic growth.

He warned that "We have to reconcile in a new way the legitimate aspirations of nationalism with realities of rapid technological and political change." Great Britain, Western Europe and others are attempting this reconciliation, and Canada cannot escape this task if we are to evolve a trade policy that will serve adequately to promote economic growth, he said.

The material prosperity of a nation depends upon the amount of work that is done, the kind of work that is done and the efficiency with which it is done. Each of these three elements is vital; none can be neglected, he said.

The amount and intensity of effort will always be important but loud calls for more sweat and brawn will bring little result if the wrong kind of work is done.

The attempt to maintain or to expand output for which markets are falling, or which cannot be exported to advantage, is wasted effort.

Shifts in consumer demands, the development of new products and substitutes, and a host of technical changes cause the appearance of declining industries, of which there are a considerable number in Canada today, Mr. Deutsch said.

The bolstering of such industries with government subsidies and with shields against competition can be justified only as transitional measures. "The public money devoted to long-continuing subsidies can in many cases be used effectively to provide capital, skills and social facilities for the establishment of new industries that have a rising consumer demand," he pointed out. Declaring that Canada seems to be slow in developing machinery and policies for implementing such a shift in emphasis, Mr. Deutsch said: "We cannot expect to achieve a satisfactory rate of economic growth without positive solutions to problems of depressed areas and declining industries."

The problem of the right kind of production is especially important in respect to our export trade, he continued. "There is

little future in trying to sell abroad the old-line, standard consumer goods that can be produced much more cheaply in low-wage countries." There is a rapidly expanding market for consumer goods based on advanced technology and skill, and it is to this field that a high income and high standard of living country like Canada must direct its efforts.

Turning to the efficiency of production, Mr. Deutsch said the effort to achieve a high rate of economic growth must include the placing of a high priority on improving the knowledge and skills of the population, because the rate of return on investment in education, research and training has exceeded the rate of return on investment in capital facilities.

The pace of change is such that old occupations and traditional skills are becoming obsolete with amazing rapidity. This development calls for an entirely new approach to the problem of the re-training of manpower. An adequate program in this area must come to occupy a continuing role in our efforts to avoid human frustration and economic waste.

Canada lags behind the leading countries in the proportion of our resources that we devote to educational research, Mr. Deutsch said. This is the result of an inappropriate set of priorities. The establishment of the right priorities in this field is a basic task in the creation of conditions essential for a high rate of economic growth.

The development of our human and manpower resources should not be concerned merely with technical matters, he declared, but also with matters of administrative competence and social understanding. "In our attitudes and procedures for resolving conflicts of interest between economic groups and for reaching settlements between management and labour, we frequently remain preoccupied with the problem of how to divide up the pie, rather than getting on with the problem of how the size of the pie can be increased."

Summing up, Mr. Deutsch said: "We are entering a new phase in our development. Continuing progress depends on the readiness to adapt, on the capacity to adjust from declining to expanding situations, and on the ability to take advantage of new opportunities."

#### A. J. Little

Establishment of a federal Ministry of Economic Development with full responsibility for general economic policy was suggested by A. J. Little, Chairman, Canadian Tax Foundation, in an address on "The Role of Government" presented during the panel discussion, "Diagnosis of Canada's Economic Ills."

It would be essential that all other government departments operate within the general policy determined by this new development and accepted by the Cabinet, he said.

His suggestion came while he was dealing with the need for "intensive, intelligent planning, both long and short range, at the government level," which he said was "an absolute essential to economic progress in Canada today." This was the third of three general principles that seemed to him to be of utmost importance.

He had begun by saying that there was no doubt that government has a major responsibility for Canada's economic condition at any particular time. Fiscal and monetary policy is probably the most important area so far as controlling the economy is concerned, and the two must be co-ordinated, he said.

It would take an expert to understand the complexities of monetary policy, but the public does understand the meaning of "tight-money" and readily recognizes the symptoms of tightening and loosening of credit. Government control of money and credit can be a powerful incentive or a restriction.

"Similarly, fiscal policy can be used effectively to smooth out the peaks and valleys of boom and depression, by an imaginative and intelligent program of fiscal policy and taxation on the one hand, and a properly timed intelligent spending program on the other," he said.

Although management and labour have a serious responsibility to achieve a level of productivity and wage structure that will make Canadian products competitive in world markets, "primary responsibility for determining trading conditions rests with the federal Government. Tariff policies, import quota restrictions, and incentive for export can be determined or provided only at the federal level," Mr. Little declared.

The Government has a responsibility also for the current manpower problems. An adequate solution to the unemployment problem may not be possible in the short run; it will require long-term planning, he said. "The federal Government must give leadership and direction to our educational policies for the future so that the technical training of our manpower will parallel as nearly as can be the technological changes which are altering the course of industry." Although the responsibility for education rests at the provincial level, the direction must come from the top, where the national picture can be viewed in proper perspective.

"Similarly the Government must assume some responsibility for the geographical shifting of the labour force, as occasion



demands, and for influencing the movement of labour from one industry to another as manpower requirements change."

The three principles of utmost importance enumerated by Mr. Little were:

1. Comprehensive analysis by the government of the economic situation to ascertain the facts—the study by the Senate Committee on Manpower and Employment was an example—and then making sure that the public is kept fully informed. "It is essential that the magnitude of the problem be fully appreciated, and that there be no misunderstanding about the extent and scope of the corrective measures that may be required, or the time that it may take to achieve significant results."

2. Bold and imaginative application of the corrective measures. Mr. Little thought the recent tax amendment granting a form of accelerated depreciation (L.G., Sept., p. 881) was an example of action that did not go far enough. "When the people recognize the seriousness of a problem, bold and imaginative action will be accepted and can be effective."

3. Intensive, intelligent planning at the government level. It was during his exposition of this point that he suggested a Ministry of Economic Development.

By "planning" he did not mean a planned economy. "What is required," he explained, "is forward planning by the Government for its own operations, more particularly in those spheres which bear directly on economic progress: monetary and fiscal policy, taxation, utilization of manpower, foreign trade policy, and also in respect of all of its own expenditures."

Some people advocate increased government spending as a way to help economic development, but "it would be much preferable if any needed increase in government expenditures could be made out of a larger pie, out of an enlarged gross national product," Mr. Little believed.

Without long-range planning we run the serious risk that the growth in government expenditure will outpace our over-all economic growth, Mr. Little believed. He suggested that a look at taxation might illustrate what can be accomplished by long-range planning.

"Taxes in Canada today are at such high levels that no one should underestimate their importance in influencing economic activity—and suitably controlled changes in taxation can be used as both stimulant and deterrent."

He had come to the conclusion that "we very much need some tax reform in Canada." Both corporate and personal rates of

income tax are too high, "almost at war-time emergency levels," and taxes are reducing personal incentive, restricting the accumulation of private capital, and hence slowing down our economic growth, he asserted. He cited Sweden as an example of how taxation policy, planned for the long term, can be an effective tool for promoting economic growth.

The role of government in improving our economic conditions, he concluded, is to promote economic growth by setting national policies and objectives and by creating a framework within which free enterprise may operate without unnecessary restriction or control.

## N. R. Crump

The cause of Canada's economic ills is the failure of the economy to grow rapidly enough to employ fully the productive resources of the economy, said N. R. Crump, President of the Canadian Pacific Railway Company, in an address on "The Role of Business" during the panel session, "Diagnosis of Canada's Economic Ills."

And the cause of the current high level of unemployment, he added, is the failure of the company to grow rapidly enough to absorb the increased labour force generated by the high birth rates of the early 1940's.

Since 1956, when it attained, on a per capita basis, the highest level in Canada's history, the gross national product has increased, but less than the growth in population; in terms of dollars of constant purchasing power it has actually fallen, he said.

Economic growth is necessary to the further development of living standards and to the fuller employment of Canada's labour, management and physical resources, Mr. Crump asserted. The reason for the lack of growth in recent years has been competition, abroad and in our domestic market, from the newly reconstructed economies of Western Europe and Japan.

"It is not government action that will develop the Canadian economy," he declared. Our present economic problems have been forced upon us by circumstances that cannot be controlled by a Canadian government. And our problems cannot be removed by tariff action.

The danger in further foreclosure of the Canadian market to goods of foreign manufacture is that other countries may retaliate and this will damage our export markets for many Canadian raw materials and some processed goods. Furthermore, attempts by Canada to restrict imports from many low-wage countries might reduce Canadian living standards, because it is frequently cheaper for us to buy imports of certain goods with our exports rather than to manufacture those imports in Canada.

For too many years Canadians have believed they were indispensable to the world economy, Mr. Crump continued.

"Unfortunately, the world economy does not need us as much as we need it."

We have to reduce our costs, and develop new products faster than our competitors can develop them, he contended.

Competition from the United States is not new, but competition from the reconstructed economies of Western Europe and Japan poses an entirely new set of problems. "It frequently happens," he pointed out, "that in addition to lower wage rates, European manufacturers are producing with newer, more efficient, less labour-intensive equipment."

In addition, the European Common Market—the Inner Six—and the European Free Trade Association—the Outer Seven—have created two large markets out of many small ones, resulting in the obtaining of production at lower cost.

The European Common Market will have an impact on Canada, Mr. Crump warned. "Broadly, the effect of the Common Market is to increase tariffs on goods produced in quantity in the Common Market countries, and no lower tariffs on goods in which the area has a deficiency. Many resource based products are not produced in volume in the Common Market countries.

"The Common Market offers both challenge and opportunity for Canada. We cannot ignore the challenge and we must seek out the opportunity."

Our short-term trading prospects will not be helped if the United Kingdom joins the Common Market. And if other members of the Outer Seven also join the Common Market, further deterioration in the Canadian situation will follow. Mr. Crump pointed out as an example that the Scandinavian countries would bring into the Common Market large production capacities of pulp and paper, aluminum, and iron ore, which would receive preferred tariff treatment.

In the long-term, if we can develop new products, aggressively market, and keep close control over our costs, the increased prosperity in Europe should stimulate rather than depress our trade, he said. "No longer can Canadian labour follow policies which tend to push upwards the prices of our goods and services. Labour must face our problems as squarely as Business must."

#### F. M. Covert

"It is bad leadership on our part that has put labour and management in opposite camps. This is not only unnatural but it is bad for both labour and management,

as well as for the consumer," F. M. Covert, O.B.E., Q.C., of Stewart, Smith & Mackeen, Halifax, told the convention.

He was speaking on "How We Can Best Compete in the Home Market" at the session on the theme, "Improving Our Ability to Compete."

He had begun by enumerating the things we must do to better compete in the home market, one of which was to "make our plants and business generally more efficient."

One way to increased efficiency was to realize "the potential of our employees," and the part that incentives could play in bringing out the best that is in them. If management failed to grasp these things, "then we lack the leadership and have not the vision to see the possibilities that are there.

"Man is anxious to create—he needs to have the chance. Management has a grave responsibility and we are shirking it. We blame union leaders, we blame governments, we blame everyone but ourselves, but in the main we are responsible," he asserted.

Incentive must be done properly, fairly and scientifically, Mr. Covert said. "This does not mean no unions." But unions should not be organized for a fight but for peaceful and helpful co-operation between employees and employers, a state of affairs that has been prevented in the past by lack of leadership and lack of communication, he declared.

Management must show employees and the public that what counts is not union security, but job security; and what makes job security is "a profitable plant, a plant that produces goods better than anyone else, and earns enough to pay first class wages and good dividends, and ploughs back enough into the business to ensure that it can expand, do research and always maintain its position."

In 16 years of labour negotiations, he had found employees as a whole "the most reasonable people with whom one could wish to deal." Where there were exceptions there was usually "a failure of management somewhere along the line."

Regarding foreign competition, Mr. Covert said that it was necessary to find out what makes a foreign competitor's goods sell. "It is not always because they are cheaper, but if he produces more cheaply we must strive to meet it. Surely with the know-how of American mass production and engineering at our doorstep, we can with ingenuity meet the challenge of foreign competition and not call on our government for protection."

Another thing we can do to better compete in the home market, he said, was to produce better goods and "probably at a



lower cost." We must look not only at labour costs but also at management costs, he pointed out.

Another thing he urged businessmen to do was to take a more active interest in politics.

### E. L. Harrison

We must adapt to the rapidly and constantly changing world trade patterns if we are to expand our export trade, said E. L. Harrison, President of the Vancouver Board of Trade in an address, "Improving Our Ability to Compete in World Markets."

"Our export trade is a major job creator and, with a comparatively small population and a restricted domestic market, it seems axiomatic that production for export—more than for the domestic market—holds the key to fuller employment," he pointed out.

It is the responsibility of government to ensure that its taxation policy permits the availability of sufficient capital for constant modernizing, equipping and developing of our productive capacity, all of which are necessary if we are to compete with other nations, Mr. Harrison said.

Government, in co-operation with exporters, must provide leadership in researching, planning and negotiating arrangements beneficial to our national interest.

Still on the market of government responsibility, he said: "Is it not distinctly possible that ill-conceived 'protective' legislation—provincial or federal—is hurting our export prospects?"

In his address Mr. Harrison dealt also with trade balances, our trade with the United States, and our adjustment to the European Common Market. He recommended that Canadian exporters not overlook the market potential of the "Pacific Rim" and that they make use of the federal Government's Foreign Trade Service.

### E. P. Taylor

E. P. Taylor, President, Argus Corporation Ltd., in an address at the annual dinner, listed several factors that he believed to be essential to the restoration of Canada's economic growth rate to at least 4 per cent a year. The factors will have to be the demands on the Canadian economy of 175 million customers in the United States and 180 Common Market customers, he said.

The first factor was our position with our largest customer, the United States, which has been accounting for about 55 to 60 per cent of our foreign trade. A number of tariffs, quotas and other restrictions have been interfering with our trade with

the U.S., and he believed that we should make every effort to remove these obstructions. We should encourage, possibly on a selective basis, some forms of free trade, or in any event progressively reduce tariffs along the lines of our rather successful experience with farm machinery.

The factor that should be given second priority was the European Common Market, now buying only 8 per cent of our exports. "This vigorously growing area, with an average standard of living well above that of North America, should provide in the years ahead substantially increased markets for many industrial raw materials and some fabricated products," Mr. Taylor said.

A third large market was Asia, which, with the underdeveloped countries, represents limitless demand over a long period.

"We should, of course, for humanitarian purposes and also in our own long-term interest extend considerably more assistance [to the underdeveloped countries] than we do at the present time," he said.

As a fourth factor Mr. Taylor included the steps we must take in domestic areas to ensure that our trade prospects come to fruition.

Our short-term problems of high unemployment and under-capacity operations of our productive facilities call for skilful co-ordination of fiscal, monetary and commercial policies. To make the best use of our resources, he said, we should:

—If necessary, institute some selective controls that would attempt to stop the erosion of some of our manufacturing industries;

—Take steps to increase productivity;

—Find a new approach in the relationship between business and government and between business and labour.

To improve co-ordination of economic policies between government agencies, a new ministry, perhaps of economic affairs, might be considered, Mr. Taylor suggested.

We need a close and critical study of our tax system, he continued, and we need to encourage expenditures on industrial research and development.

At the beginning of his address Mr. Taylor called for an attack on the problems of high unemployment and low rates of economic growth by vigorous and well co-ordinated programs to meet both near and long-term programs, as Britain was then doing and as Sweden had done. In Sweden, he pointed out, "low unemployment, balance of payments equilibrium and high level demand have been achieved by a combination of wise use of fiscal and monetary policies,

emphasis on low tariffs and a rather extraordinary co-operation among government, business and labour."

After citing the experience of France, West Germany and Australia, he declared that "in nearly every country in the world except the United States and Canada, some measures of control, usually a permit sys-

tem, exist to check the entry of goods or movement of capital when they are not considered desirable."

A permit system, he emphasized, has the effect of preventing the importation of unemployment by ensuring a high domestic content in the production of certain classes of consumer and capital goods.

## 93rd Trades Union Congress

**Votes 10 to 1 to expel Communist-dominated affiliate whose top officers had been convicted of fraud in conduct of union's elections. Rejects Government's appeal for restraint in wage demands, supports negotiations with Common Market**

The 93rd Trades Union Congress, held in Portsmouth from September 4 to 8, voted 10 to 1 to expel a 250,000-member affiliate of which the five top officers had been convicted of fraud in the conduct of the union's elections. About 1,000 delegates attended, representing 185 unions with a total of 8,299,393 members.

The Congress was unanimous in rejecting the Chancellor of the Exchequer's appeal for restraint in pressing for wage increases, and in an emergency motion it reprehended his interference with the settlement of wage increases by arbitration.

The TUC gave cautious approval to the British Government's move to negotiate terms for entering the European Economic Community, with the reservation that the terms must include safeguards for British agricultural products and Commonwealth links.

On unilateral disarmament, a burning issue at last year's Congress, the meeting this year, by a majority of more than 2 to 1, voted in favour of a policy that was the reverse of that supported last year.

At the close of the Congress, the General Council elected a woman, Miss Anne Godwin of the Clerical and Administrative Workers Union, as its Chairman. Miss Godwin will therefore automatically preside at the 1962 Congress.

### Electrical Trades Union

A recommendation of the General Council for expulsion of the Electrical Trades Union was passed by a vote of 7,320,000 to 735,000—a majority of 6,585,000. (TUC unions vote on the basis of their total membership and each union casts its vote as a block.)

The recommendation came after the conviction by a high court of five of the head officers of the union, including the president, Frank Foulkes, on a charge of fraud in the conduct of the ETU's general election of officers. The expulsion was the first in the Congress since the 1920's.

In moving the expulsion of the union, George Woodcock, TUC General Secretary, said that since irregularities in the ETU's affairs had first come to the attention of the Congress exactly three years before, the General Council had tried in vain to get the union to vindicate itself. All the TUC had wanted, he said, was a convincing investigation into the union's affairs. But the ETU, using "every conceivable trick," had finally forced the Congress to the formal application of its rules.

The ETU, he recalled, had been given the choice of issuing a writ for libel or slander against its accusers or of co-operating with the General Council in an investigation conducted by people of judicial ability. And at a five-hour meeting the TUC had tried without avail to get the ETU executive to say what they intended to do about the fraud disclosed in the High Court action.

The TUC, he said, had no desire to interfere without warrant in a union's affairs, but now they had no choice.

The people found guilty by the court might have been Communists, Mr. Woodcock said, but he was not criticizing them because of that. In conclusion he said: "You are here to protect the integrity of the British trade unions. What do you do about fraud? That is the question Congress must decide."

Frank Foulkes, President of the ETU, speaking in defence, accused the General Council of seeking a verdict of guilty from



the Congress before knowing the result of the appeal by the defendants in the recent court case.

A suggestion that the TUC General Council should have asked the ETU to hold a ballot of their members on the issues brought a retort from J. T. Byrne, the new non-Communist general secretary of the ETU whom the High Court had ruled to be the rightfully elected candidate, and in whose favour it had deposed Frank Haxell, an acknowledged Communist. Mr. Byrne pointed out that under present conditions it would be impossible to submit a ballot. A committee of Communists and Trotskyists had been formed to destroy the General Secretary, and at the next rules revision conference 40 of the 50 delegates would be Communists, he said.

### Government's Appeal for Wages Restraint

The Congress unanimously rejected the appeal of the Chancellor of the Exchequer for wage restraint, and passed an emergency motion describing his interference with arbitration as "particularly dangerous."

H. Douglass, Iron and Steel Trades Confederation, in introducing the General Council's report on the economic situation, accused the Chancellor of having waited until he had "put himself and his government and ourselves into an impossible mess before he has come to us for co-operation." He complained of the Chancellor's failure to consult the General Council before announcing his wage pause, and to provide for a "profits pause."

He compared Britain's 14-per-cent increase in industrial production between 1955 and 1960 with the 40-per-cent increase in Germany and Italy and the 50-per-cent increase in France. Rates of increase of production in France and Germany were greater than in Britain, and all the evidence showed that the countries of Europe were using their manpower more effectively than Britain was.

It was no longer true that wages and working conditions<sup>a</sup> on the Continent were lower than in Britain. On the contrary, if the present trend continued Continental countries would eventually be in a position to be able to charge Britain with dumping, because of the low wages here, the speaker said.

He denied the Chancellor's statement that wages in Britain were outrunning productivity. It was rather profits that were outrunning productivity. Why did not the Chancellor give some indication that his wage pause would not be a one-sided sacrifice, if sacrifice there must be?

The Chancellor should be informed that there were three conditions for co-operation by the unions: he must state what sacrifice he was prepared to ask of the wealthy sections of society; he must state his plans for dealing with the economic problem—trade unions were not interested in any advisory body divorced from the centre of power; and he must understand that the unions would not accept the view that unemployment was necessary to enable inflation to be dealt with.

After Mr. Douglass had finished speaking, Congress began a debate on two motions. One was an emergency motion sponsored by eight civil service unions, which deplored the imposition of a pay pause on civil servants and described the Chancellor's interference with arbitration as "particularly dangerous."

The second, a composite motion put forward by six unions, condemned the economic policies that the Government had followed in the interests of a class, and refused to accept the Chancellor's appeal for wage restraint.

A delegate from the Inland Revenue Staff Federation said that as long as profits remained unrestricted, as long as speculation was rife and capital gains remained untaxed, and as long as there were flagrant abuses of company expense accounts, the unions would ignore any plea for wage restraint.

A member of the Union of Post Office Workers said that his union, at a meeting with the Chancellor after the wage pause was imposed, had told him clearly that they would not co-operate in a policy that they interpreted as using them to provoke private industry to support a pay pause. Instead of co-operation, the Chancellor was promised active and vigorous opposition.

A Civil Service Union delegate contended that his union was subject to a double wage pause, because by the very nature of negotiations under the present procedure by the time an agreement or an arbitration award had been made the union members were already behind people outside the Government service. He accused the Chancellor of having wrecked the negotiating structure built up patiently over a number of years.

Frank Cousins, Secretary of the Transport and General Workers Union, said that he had already told the Chancellor that "where justifiable wage adjustment is resisted we shall use every method at our disposal to obtain it."

Both the emergency and the composite motions were carried unanimously.

## European Economic Community

The Congress approved the General Council's policy statement agreeing in principle to negotiations with the European Economic Community (Inner Six) with a view to joining the Community, subject to satisfactory safeguards "to meet the special needs of the United Kingdom, of the Commonwealth and of the European Free Trade Association (Outer Seven)."

A motion that held Britain's entry into the Common Market on the terms of the Home Treaty would be injurious to the national interests was decisively rejected by the delegates.

In introducing the General Council's supplementary report on European economic unity, Sir Alan Birch said that the Council agreed in principle with the Government's decision to open negotiations with the EEC on the terms of admission, but that it insisted on satisfactory safeguards.

It would be no use for the Government to produce a treaty that was clearly unacceptable to the people of Britain, and then "steamroller" it through with its Parliamentary majority, the Council had said.

The labour movement, according to the speaker, would never acquiesce in the signing away by a Conservative Government of the powers of a future Labour Government to pursue such socialist measures as redistributory taxation, common ownership and economic planning.

With regard to the Commonwealth, Sir Alan said it was essential to preserve both the political and economic ties with Britain, but that it must be realized that those ties were not in any way static. He thought it was realized by the Commonwealth countries that their main interest was to have an economically strong Britain, not one eclipsed by a more powerful entity, which was what the Common Market would become.

The General Council's policy statement said:

"The issue this morning is not whether the Treaty of Rome should be approved or rejected. A treaty has still to be negotiated. Our purpose should be not to pre-judge the issue, not to tie our hands, but to secure and record as great a measure of agreement as possible on principles which we believe should inspire the achievement of closer association between Britain and Europe."

A composite resolution from three unions was moved, declaring that entry into the Common Market by Britain on the basis of the Treaty of Rome would be injurious to the national interest, and instructing the General Council in the preparation of future

policy documents to emphasize the importance of developing trading relations with the Commonwealth and the underdeveloped countries. The resolution's mover said that the terms of the Treaty of Rome would be incompatible with the policies with which the trade union movement has been traditionally associated.

The supporters of the motion declared that if the terms of the Treaty were applied to Britain they would result in the erection of more trade barriers, including barriers against imports of foodstuffs from Australia and New Zealand, and against manufactured articles from Canada and India. This might lead to retaliation by those countries against British goods.

The composite motion was overwhelmingly defeated, and the General Council's supplementary report was agreed to by the Congress.

## Defence Policy

The Congress decisively reversed its stand of last year on unilateral disarmament policy (L.G., Oct. 1960, p. 1016) when it approved the General Council's statement on foreign policy and defence. The vote was 5,733,000 to 2,003,000, a majority of 3,730,000 in favour.

Of five other resolutions on defence, three were approved and two defeated.

Sir Alfred Roberts, in presenting the General Council's statement on foreign policy and defence, said the Council took the view that Britain's defence required membership in the western alliance and particularly membership in NATO, although they did not consider that NATO was an ideal military organization.

The Council, he said, did not oppose in principle foreign bases or the training of foreign troops in Britain.

Although the Council detested all weapons of mass destruction, they were convinced that for the West to renounce nuclear weapons would not reduce the dangers. Unilateral gestures were no substitute for negotiated agreements, Sir Alfred said. While the other side had nuclear weapons ready for use, the West's armies must have them too, although they should never be the first to use them.

The only satisfactory way of ensuring peace was to replace power politics by world government, which must begin in the practical way of increasing the scope and authority of the United Nations, the speaker said.

The delegate from the Civil Servants' Clerical Association who moved the resolution to endorse the General Council's policy



statement said that no government could pretend that it could contract out of its responsibilities in a world situation in which war involving nuclear weapons might break out anywhere. To contract out would encourage those who thought they could dominate the world to try to do it.

Another motion proposed by the Tobacco Workers' Union asked the Government to promote a meeting of the major powers, including China; and, as a means of easing international tension, to get rid of United States nuclear submarine bases in Britain, to oppose nuclear weapons for Germany, to refuse training facilities for German troops in Britain, and to support China's entry into the United Nations. This resolution was rejected, 4,607,000 to 3,053,000, a majority of 1,554,000.

Frank Cousins, the leader of the unilateral disarmament movement that was supported by the Congress last year, proposed a resolution calling on the Labour Party to base its policy for defence on the following principles: rejection of any defence policy based on the threat of the use of nuclear weapons, permanent cessation of the manufacture or testing of nuclear weapons, abolition of foreign bases in Britain, and a strengthening of the United Nations. He said that his union was opposed to the General Council's policy statement.

Mr. Cousins' resolution was rejected by a vote of 5,571,000 to 2,048,000.

A motion asking Congress to condemn the British Government's decision to allow the use of territory in Britain for the training of German troops, submitted by the National Union of Tailors and Garment Workers, was carried, 4,167,000 to 3,519,000.

A resolution was proposed that deplored the Russian resumption of the testing of nuclear weapons and appealed to Mr. Krushchev in the interests of humanity to stop the tests. Another called on all governments to abstain from further tests and to reconvene the Geneva conference to negotiate a permanent ban. Both resolutions were carried unanimously.

## Other Resolutions

Other resolutions passed by the Congress urged: an investigation into the possibility of establishing uniform minimum union dues and greater uniformity of benefits; a tax on all land sale transactions; a 40-hour work week; a minimum of three weeks' annual vacation and eight statutory holidays with pay; and compulsory daytime leave for young workers to attend vocational, educational and training courses.

The policy of the Canadian Labour Congress regarding international affairs was set forth by CLC President Claude Jodoin in a speech at the founding convention of the New Democratic Party in August.

Mr. Jodoin said the CLC position could be summarized in six points:

"1. We want an immediate end to the testing of nuclear weapons.

"2. We favour continuous and constructive negotiations toward universal disarmament under a system of international control and inspection.

"3. We say that Canada should refuse to have nuclear weapons on our soil or in the hands of our forces.

"4. We would like to see the gradual channeling of our defence expenditures into constructive peaceful projects.

"5. We seek a more active program directed toward the improvement of living standards in the countries which are economically less developed.

"6. We urge the strengthening of the United Nations as a single unit... We also think that there should be a national security force at the disposal of the United Nations."

The CLC President said he and his colleagues did not regard NATO "as an article of faith or a way of life; but we do believe that, at the moment, it is a means by which we can co-operate with those who have proven themselves to be our friends. We look for some major change in NATO and we hold the view that Canada can contribute to bringing these changes about by retaining our membership, rather than by cutting herself off in an isolated position outside the organization."

He repudiated the idea of a neutral position for Canada. "There are no completely neutral countries and there can be none," he said. "Trade unions have never been neutral. We have grown in an atmosphere of controversy... The very idea of neutralism is contrary to the philosophy of the trade union movement."

A composite motion moved by the National Union of Mineworkers called upon the General Council to institute a vigorous campaign to convince the Government and industry that a 40-hour week without loss of pay must come into effect without delay. The mover said that ILO statistics showed the average number of hours worked per week in manufacturing industry in Britain in 1960 was higher than in other West European countries, and considerably higher than the hours worked in Canada and the United States.

A speaker who moved another resolution on the same subject said that the British manual worker had 16 to 18 days holidays a year. By comparison, he said, workers were on holiday for 25 to 31 days in France, 25 to 28 days in West Germany, 31 days in Italy, 29 days in Sweden, 22 days

### New TUC Chairman

Miss Anne Godwin, who was elected chairman of the General Council of the Trades Union Congress at the close of the conference, is General Secretary of the 60,000-member Clerical and Administrative Workers Union.

She will be the presiding officer at the 1962 Congress.

in Belgium, 28 to 30 days in Finland, 26 to 27 days in Denmark, and 28 days in Holland and Norway.

Speaking on the motion regarding uniformity of union contributions and benefits, the mover said that a move toward a degree of uniformity would improve relations between unions. He considered that on the whole trade union contributions were too low, due in some cases to competition between unions in the same field. Another speaker pointed out that differences in strike pay could be an embarrassment when a dispute arose in a factory where different unions were operating.

Of two delegates who opposed the resolution, one said that he was against it because it would establish a principle of uniform strike pay, while his union's high level of strike pay had been established to enable workers in difficult circumstances to stick together in disputes. Another said that he could not accept the principle of equal contributions when there was such a disparity in pay between trade unionists.

A demand that daytime release from work for young workers taking technical or vocational training be made "mandatory, compulsory and unavoidable," contained in a motion from the Union of Shop, Distributive and Allied Workers, was carried unanimously. The resolution viewed with the gravest concern the present unsatisfactory situation in many trades and industries with regard to vocational education and training. It deplored the failure of many employers to provide technical training facilities and to encourage their employees to make use of them. It also stated that reliance on voluntary action by employers had proved inadequate, and it urged the

General Council to consider what action could be taken to secure compulsory release for day, block and sandwich courses.

The Congress unanimously approved a motion asking the Government, as a matter of urgency, to abolish all health service charges and all direct contributions by the workers to the cost of the National Health Service.

The General Council's refusal to send a delegation to Moscow for the British Trade Fair last May was upheld by a majority of only 496,000 in a card vote of 7,000,000. The Council's policy of objecting to exchanges of visits of delegations between British trade unions and unions in the Soviet block, and "cultural exchanges," was also supported by a very narrow margin of 3,827,000 to 3,783,000.

Sir Alfred Roberts, speaking for the Council, said that the refusal had been in complete accord with the policy of Congress. Experience had shown that "once the General Council sends an official delegation to a Communist country the utmost propaganda use will be made of that visit for their purposes and not for ours," he said.

### Stanley Knowles

The tidings of the birth of the New Democratic Party were brought to the Congress by Stanley Knowles, fraternal delegate from the Canadian Labour Congress.

After years of wandering, of trying American methods and of making Canadian experiments, Canadian socialists had come to the conclusion that the British way was the best, he told the delegates.

Canadian labour had finally realized that it must take its second arm—that of political action—from behind its back. "The only hope for the future of the world is in movements like ours," he said in conclusion.

George Meany, President of the AFL-CIO, was a visitor at the Congress for the first time for 15 years. He was not a fraternal delegate, however, and did not address the gathering.



# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, October

Employment decreased by 15,000 between September and October, a decline somewhat less than usual for this time of year. Late harvesting in western Canada delayed the usual decline in farm employment.

Unemployment rose by 10,000 to 318,000, a rise that was less than seasonal.

Employment was 89,000 higher and unemployment 50,000 lower than a year earlier. During the month there was little change in the size of the labour force, which in the week ended October 14 was estimated at 6,538,000. Since mid-summer the labour force has grown relatively slowly, and in October was only 39,000 higher than a year earlier. This is attributable in part to increased school attendance.

### Employment

The decline in employment between September and October—15,000—was smaller than usual, owing to a relatively small drop in farm employment. A late harvesting season in the Maritime provinces and Quebec was largely responsible for the comparatively small decrease. Non-farm employment, on the other hand, increased during the month, though less than usual. In trade particularly, the number of additional workers hired was smaller than usual. A more substantial increase occurred in the service industry. In manufacturing, employment showed some decline during the month but remained substantially above that of a year earlier.

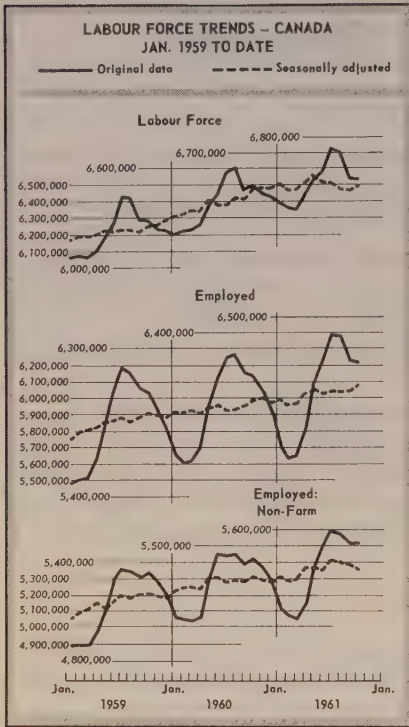
Of the estimated 6,220,000 employed, 4,522,000 were men and 1,698,000 were women; corresponding figures in September were 4,546,000 and 1,689,000. Employment in agriculture was an estimated 704,000 and in non-farm industries, 5,516,000.

Employment in October was 1.5 per cent higher than a year earlier. Non-farm employment was also up over the year by the same percentage. Employment of men increased by 52,000 over the year; of women, by 37,000. The increase in the number of employed women was the smallest in several years.

Regional employment changes between September and October mainly reflected differences in farm requirements. An additional 23,000 agricultural workers were employed in the Atlantic region; in the Ontario and Prairie regions, where harvesting was partly completed, farm employment declined seasonally by 46,000.

In comparison with a year earlier, employment levels varied considerably from region to region. Gains amounting to 4.6, 2.4 and 2.2 per cent respectively occurred in the Atlantic, Prairie and Pacific regions. In Ontario employment was up 1.0 per cent, although in non-farm industries it was 2.1 per cent higher. In Quebec there was virtually no change in employment over the year.

## Unemployment



Unemployment increased from 308,000 to 318,000 between September and October, much less than in the comparable periods of the past three years. Unemployment in October represented 4.9 per cent of the labour force, compared with 5.7 per cent a year earlier. A decline in the number of unemployed men accounted for almost all of the total decreases over the year.

Some 262,000 of the unemployed were men. Of these, 82,000 were under 25 years of age, 102,000 were 25 to 44 years of age, and 78,000 were 45 years of age or over. About 146,000, or slightly more than half, were married.

An estimated 56,000 women were unemployed in October. Of these, 32,000 were under 25 years of age, 16,000 were 25 to 44 years of age and fewer than 10,000 were 45 years of age or over. Some 35,000, or more than 60 per cent, were single.

The unemployed total was made up of 305,000 without work and seeking work, and 13,000 on temporary layoff. Of the former, 280,000 were seeking full-time work and 25,000 part-time work. Of the 318,000 unemployed in October, 34 per cent had been jobless for less than a month, 32 per cent for one to three months, 15 per cent for four to six months and 19 per cent for more than six months. The number seeking work for more than six months was somewhat greater than a year earlier.

### Regional Summaries

Employment in the **Atlantic** region increased between September and October by an estimated 12,000, to 571,000. Usually, at this time of year there is either no change or a small decline. Farm employment showed an unusually strong advance during the month, due, in part, to the late harvesting season. Forestry employment also increased more than usual, but other non-farm industries either remained stable or declined seasonally. The construction industry showed continuing strength, both residential and non-residential construction being maintained at high levels.

Unemployment in October, at an estimated 42,000, was 6.9 per cent of the labour force, compared with 7.6 per cent a month earlier and 7.8 per cent a year earlier.

Employment in October was 25,000, or 4.6 per cent, higher than a year earlier. About two thirds of the increase was in agriculture. The increase in non-agricultural employment was fairly widely distributed among the major industry groups; service and construction showed the largest gains.

In the week ended October 14, the Atlantic labour force was estimated at 613,000, up from 605,000 in September and 592,000 in October 1960.

Employment in the **Quebec** region remained virtually unchanged between September and October. Good weather favoured outdoor activities and was



a contributing factor in the increase in employment in forestry and construction. A labour dispute that had led to a large-scale work stoppage in the construction industry in Montreal was settled during the month. In manufacturing, new orders for ship repairs and refitting brought a sizeable increase in employment in shipbuilding from the low level of the past months. Some additional demand for labour came from the iron and steel and textile industries.

Unemployment remained unchanged over the month at 114,000, which was 6.3 per cent of the labour force, compared with 6.9 per cent a year earlier.

The labour force declined by 8,000 over the year, to 1,812,000. This decline was in contrast to an average year-to-year increase of almost 37,000 since 1953. The decline was related to increased school attendance. Agricultural employment remained firm over the year. Among the non-agricultural industries, manufacturing employment experienced an appreciable year-to-year rise. The improvement was shared both by consumers goods and producers goods industries and was most pronounced in transportation equipment and textiles. The latter industry experienced a shortage of skilled labour. The service industry showed an employment increase. Employment in forestry and in some service-producing industries declined over the year.

Employment in the **Ontario** region decreased slightly between September and October to 2,294,000. There was a sharp decline in agricultural employment as the harvesting season neared completion but a moderate increase in non-farm employment, to which manufacturing and services contributed. Employment in agriculture fell to 158,000 from 179,000; in non-farm industries it rose to 2,136,000 from 2,122,000.

Increased activity was noticeable in automobiles, electrical equipment and appliances, furniture and clothing. Machinists, tool and cabinet makers were in strong demand; more workers were required in business and personal services; and nurses, stenographers and specialized clerical workers were in short supply. Employment in the construction industry held fairly steady. Production was resumed in the agricultural implements industry after the preceding month's seasonal layoffs.

Unemployment in October, at 92,000, was 3.9 per cent of the labour force, compared with 3.5 per cent a month earlier and 5.0 per cent a year earlier.

Employment in non-farm industries was 44,000 higher than a year earlier; farm employment declined by 22,000. The gain in non-farm employment was largely in manufacturing, but services, trade, finance and insurance also contributed. In the construction industry, the volume of residential construction was higher than a year earlier and employment in the industry as a whole was just about unchanged. The opening of numerous shopping plazas and discount houses has increased employment in trade. Mining employment was still below that of a year earlier.

In the week ended October 14, the Ontario labour force was estimated at 2,386,000, only slightly higher than the estimate of 2,384,000 in September and slightly lower than the estimated 2,392,000 in October 1960.

Employment in the **Prairie** region decreased by 16,000 between September and October, somewhat less than is usual for this period. It fell to 1,106,000 from 1,122,000 in September; in October 1960 it was estimated at 1,080,000. Agricultural employment decreased by an estimated 25,000, about an average decline for the season. Non-agricultural employment showed some increase, with sizeable gains in trade and service. The construction industry was very active during the month, as continuing good weather aided pipeline and highway

construction. A few layoffs occurred in iron and steel plants during October, but elsewhere in manufacturing employment showed little change.

Unemployment in October, at an estimated 36,000, was 3.2 per cent of the labour force compared with 2.9 per cent a month earlier and 2.8 per cent a year earlier.

Employment in October was 26,000 higher than a year earlier. More than half of this increase was in agriculture, and manufacturing accounted for most of the remainder. Total mining employment showed little year-to-year change as an increase in metal mining was largely offset by decreases in oil and gas exploration and in coal mining.

In the week ended October 14, the Prairie labour force was estimated at 1,142,000, compared with 1,156,000 in September and 1,111,000 in October 1960.

Employment in the **Pacific** region, at an estimated 551,000, was virtually unchanged between September and October. Seasonal layoffs were reported in canning, food processing and textiles. Employment was also reduced in saw-mills and plywood plants, reportedly because of high inventories and reduced orders. In most other manufacturing industries employment was stable. The shipbuilding industry reported normal activity in Vancouver but slackening in the Victoria dockyards. Employment in forestry continued at a high level and there was some additional demand for loggers, as the industry attempted to make up for time lost through closures because of the fire hazard. The aluminum smelter at Kitimat has resumed operations and most of the laid-off workers have been recalled. Total construction employment showed little change.

Unemployment rose to 5.8 per cent of the labour force from 5.3 per cent a month earlier but was down from 7.7 per cent a year earlier. October unemployment numbered 34,000.

Employment rose by 12,000 over the year. Agricultural employment declined appreciably, due to the earlier completion of the fruit and vegetable harvests, but the decline was more than offset by increased employment in non-agricultural industries. The resources industries, manufacturing and service contributed to the improvement in employment. Increased exports accounted for higher activity in mining. In manufacturing, iron and steel products in particular reported higher production and employment. Construction employment declined over the year.

In the week ended October 14, the Pacific labour force, at an estimated 585,000, was unchanged from the September estimate and only slightly higher than the estimated 584,000 in October 1960.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	October 1961	October 1960	October 1961	October 1960	October 1961	October 1960
Metropolitan.....	—	1	6	8	6	3
Major Industrial.....	1	—	20	23	5	3
Major Agricultural.....	—	—	3	3	11	11
Minor.....	—	—	25	30	33	28
Total.....	1	1	54	64	55	45



# CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)		CALGARY ← Hamilton ← ST. JOHN'S ← Vancouver- New Westminster Windsor WINNIPEG ←	Edmonton Halifax Montreal Ottawa-Hull Quebec-Levis Toronto	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Sydney	Brantford Corner Brook Cornwall FT. WILLIAM- PT. ARTHUR ← Joliette KINGSTON ← Lac St. Jean Moncton New Glasgow Niagara Peninsula → OSHAWA Peterborough Rouyn-Val d'Or Saint John SARNIA ← Shawinigan Sherbrooke Timmins- Kirkland Lake Trois Rivières Victoria	Farnham-Granby Guelph Kitchener London Sudbury	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agricultural)		BARRIE ← THETFORD-LAC MEGANTIC- ST. GEORGES ← Yorkton	Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)		BEAUHARNOIS ← Campbellton Chilliwack DAUPHIN ← DRUMMOND- VILLE ← Fredericton Gaspé KAMLOOPS ← MEDICINE HAT ← MONTMAGNY ← NEWCASTLE ← OKANAGAN VALLEY ← Pembroke Prince George-Quenesel PRINCE RUPERT ← Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Jean St. Stephen Sorel TRURO ← VALLEYFIELD ← VICTORIAVILLE ← Yarmouth	Bathurst Belleville-Trenton Bracebridge Brampton → BRIDGEWATER Cranbrook → CENTRAL VAN- COUVER ISLAND Dawson Creek Drumheller Edmundston Galt Goderich Grand Falls Kentville Kitimat Lachute-St. Therese → LINDSAY Listowel North Bay Owen Sound Portage la Prairie St. Hyacinthe St. Thomas Sault Ste. Marie Simcoe Stratford Summerside Swift Current Trail-Nelson Walkerton Weyburn Woodstock, N.B. Woodstock-Tillenburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 624, July issue.

# Current Labour Statistics

(Latest available statistics at November 15, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force.....(a) (000)	October 14	6,538	— 0.1	+ 0.6
Employed.....(000)	October 14	6,220	— 0.3	+ 1.5
Agriculture.....(000)	October 14	704	— 2.8	+ 1.3
Non-agriculture.....(000)	October 14	5,516	+ 0.1	+ 1.5
Paid workers.....(000)	October 14	5,035	+ 0.2	+ 1.9
At work 35 hours or more.....(000)	October 14	3,716	— 30.9	— 0.9
At work less than 35 hours.....(000)	October 14	2,287	+256.2	+ 4.0
Employed but not at work.....(000)	October 14	217	— 0.5	+ 20.6
Unemployed.....(000)	October 14	318	+ 3.2	— 13.6
Atlantic.....(000)	October 14	42	— 8.7	— 8.7
Quebec.....(000)	October 14	114	0.0	— 9.5
Ontario.....(000)	October 14	92	+ 10.8	— 23.3
Prairie.....(000)	October 14	36	+ 5.9	+ 16.1
Pacific.....(000)	October 14	34	+ 9.7	— 24.5
Without work and seeking work.....(000)	October 14	305	+ 4.5	— 12.1
On temporary layoff up to 30 days.....(000)	October 14	13	— 18.8	— 38.1
Industrial employment (1949-100).....	August	123.6	+ 0.9	+ 0.4
Manufacturing employment (1949-100).....	August	112.9	+ 1.8	+ 1.1
Immigration.....	1st 9 Mos. 1961	56,168	—	— 33.0
Destined to the labour force.....	1st 9 Mos. 1961	27,872	—	— 37.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	October	53	+ 9.4	+ 3.6
No. of workers involved.....	October	41,043	+284.9	+ 354.7
Duration in man days.....	October	428,650	+306.3	+ 371.9
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	August	\$78.26	0.0	+ 3.1
Average hourly earnings (mfg.).....	August	\$1.82	0.0	+ 3.4
Average hours worked per week (mfg.).....	August	40.8	+ 0.5	+ 0.7
Average weekly wages (mfg.).....	August	\$74.23	+ 0.4	+ 3.9
Consumer price index (1949-100).....	October	129.2	+ 0.1	— 0.2
Index numbers of weekly wages in 1949 dollars (1949-100)	August	137.8	+ 0.4	+ 3.4
Total labour income.....\$000,000	August	1,663	+ 0.7	+ 4.5
<i>Industrial Production</i>				
Total (average 1949-100).....	September	180.0	+ 5.0	+ 5.9
Manufacturing.....	September	161.3	+ 5.1	+ 6.0
Durables.....	September	152.5	+ 7.2	+ 7.2
Non-durables.....	September	168.7	+ 3.6	+ 5.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 624 July issue.



# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

The comparatively high level of collective bargaining activity in Canada in recent months continued in October; important negotiations were in progress in a number of key industries. In automobile manufacturing, various locals of the **United Automobile Workers** were engaged in negotiations with the "Big Three" automobile producers. Negotiations had started at **General Motors** and the **Chrysler Corporation** in September and were extended to the **Ford Motor Company** in October. A total of 33,000 auto workers will be affected by the outcome of these talks. In telephone communications, bargaining began between the **Bell Telephone Company** and the **Traffic Employees** and the **Canadian Telephone Employees** unions, which together represent 28,000 workers in the plant, office, traffic and equipment sales departments of the company. In the same industry, the **International Brotherhood of Electrical Workers** continued negotiations for a new agreement covering 1,100 plant and craft department employees of the **Alberta Government Telephones**. The **Teamsters**, who in previous months had been bargaining with motor transportation associations in Quebec and Ontario, opened negotiations in British Columbia with the **Motor Transport Labour Relations Council**, representing some 23 cartage firms in the Vancouver area.

During October, 16 major settlements covering a total of 26,600 workers were reached. In a settlement affecting 6,000 workers, the **Paper Makers**, the **Pulp and Paper Mill Workers** and **Operating Engineers** arrived at a new two-year agreement with **Canadian International Paper** mills at Three Rivers, Gatineau, Temiskaming, La Tuque in Quebec, Hawkesbury in Ontario, and Dalhousie in New Brunswick. The major terms of the new agreement followed the general pattern established by recent one-year pulp and paper industry settlements that have provided for a 5-cent-an-hour increase in wages and a 1-cent-an-hour advance in shift differentials. In the Canadian International Paper contract, these increases were granted for each year of the two-year agreement. The first wage increase of 5 cents an hour was made retroactive to May 1, 1961 and the second 5-cent increase is to become effective a year later, at which time the base rate will become \$2.03 per hour. Part of the settlement was the acceptance of the principle of continuous operations in the newsprint mills, an issue that has proved to be a stumbling block in the current round of negotiations with other companies in the pulp and paper industry. In Montreal, 4,200 workers employed by the **Montreal Transportation Commission** were affected by a new three-year agreement negotiated by the **Railway, Transport and General Workers**. The agreement provided for improvements in fringe benefits and wage increases that will raise the hourly rates for fully trained bus drivers from \$1.91 an hour to \$2.12 an hour and for labourers from \$1.65 to \$1.86 an hour over the life of the contract.

An interesting development occurred during October when the **Queen Elizabeth Hotel** in Montreal and the **Hotel Employees** union, by mutual consent, set aside an existing agreement with a full year to run and negotiated a new three-year contract, to terminate on October 24, 1964. In the new

agreement, approximately 1,000 hourly rated employees received an immediate 5-cent-an-hour increase and deferred increases of 2 cents an hour and 3 cents an hour in October 1962 and 1963, respectively.

In addition to the major settlements reported in October, conditional agreement was reached in two other major negotiations. At **Canadian Westinghouse** the **United Electrical Workers** agreed to accept a new 30-month contract, subject to ratification by the union membership. A memorandum of agreement was also signed by the **Public Employees** and the **Hamilton General Hospitals**, subject to acceptance by the hospitals' Board of Governors.

## Collective Bargaining Calendar

The "Bargaining Calendar for 1962" listing the major agreements (exclusive of those in the construction industry) that are due to expire during 1962, according to the month in which they terminate, appears on page 1132.

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During November and December 1961 and January 1962 (except those under negotiation in October)

Company and Location	Union
Anaconda American Brass, New Toronto, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corporation, Thetford Mines, Que. ....	Mining Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Nat. Council of Cdn. Labour (Ind.)
Bindery room employers, Toronto, Ont. ....	Bookbinders (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ont. ....	Brewery Wkrs. (AFL-CIO/CLC)
Bristol Aero-Industries, Winnipeg, Man. ....	Machinists (AFL-CIO/CLC)
C.N.R., C.P.R., other railways, system-wide ....	15 unions (non-operating empl.)
Canadian Marconi, Montreal, Que. ....	Salaried Empl. Assoc. (Ind.)
Cdn. Industries Ltd., Millhaven, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que. ....	Mining Empl. Federation (CNTU)
Cockshutt Farm Equip., Brantford, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dosco Fabrication Divs., Trenton, N.S. ....	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que. ....	Brewery Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont. ....	Distillery Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont. ....	Mine, Mill & Smelter Wkrs. (Ind.)
International Nickel, Sudbury, Ont. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Johnson's Asbestos, Thetford Mines, Que. ....	Mining Empl. Federation (CNTU)
Kelly, Douglas, company-wide, B.C. ....	Empl. Assoc. (Ind.)
Lake Asbestos of Que., Black Lake, Que. ....	Mining Empl. Federation (CNTU)
Mannesmann Tube, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports, N.B. ....	Miramichi Trades & Labour (Ind.)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont. ....	Teamsters (Ind.)
Nfld. Employers' Assn., St. Johns, Nfld. ....	Longshoremen's Protective Union (Ind.)
Normetal Mining, Normetal, Que. ....	Steelworkers (AFL-CIO/CLC)
North York Township, Ont. ....	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont. ....	Public Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont. ....	Public Empl. (CLC)
Phillips Electrical, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
Quemont Mining, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask. ....	Public Empl. (CLC)
Rio Algom Mines, (Nordic Mine), Algoma Mills, Ont. ....	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines, (Milliken Mine), Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Scarborough Township, Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto Electric Commissioners, Ont. ....	Public Service Empl. (CLC)



Company and Location	Union
Toronto Transit Commission, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask. ....	Building Service Empl. (AFL-CIO/CLC)
Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)

## Part II—Negotiations in Progress During October 1961

Company and Location	Bargaining	Union
Alta. Govt. Telephones .....	I.B.E.W. (AFL-CIO/CLC) (plant empl.)	
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)	
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)	
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC) (plant empl.)	
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC) (salaried empl.)	
Automatic Electric, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)	
B.C. Electric, company-wide .....	I.B.E.W. (AFL-CIO/CLC)	
B.C. Electric, company-wide .....	Office Empl. (AFL-CIO/CLC)	
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (clerical empl.)	
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (equip. salesmen)	
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (plant dept.)	
Bell Telephone, Que. & Ont. ....	Traffic Empl. (Ind.) (traffic)	
Building material suppliers, Vancouver & Fraser Valley, B.C. ....	Teamsters (Ind.)	
C.B.C., company-wide .....	Moving Picture Machine Operators (AFL-CIO/CLC)	
Can. Steamship Lines, Ont. & Que. ....	Seafarers (AFL-CIO)	
Canadian Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)	
Cdn. Cannery, Vancouver, Penticton & Ashcroft, B.C. ....	Packinghouse Wkrs. (AFL-CIO/CLC)	
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)	
Chrysler Corporation, Windsor, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)	
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)	
Cluett Peabody, Kitchener & Stratford, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)	
Crane Limited, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)	
Cyanamid of Canada, Welland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)	
Dominion Stores, Toronto, Hamilton & other locations, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)	
Dom. Structural Steel, Montreal, Que. ....	Mine Wkrs. (Ind.)	
Donahue Bros., Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)	
Dosco, Cdn. Bridge, Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)	
Dosco (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)	
DuPont of Canada, Shawinigan, Que. ....	Cellulose Wkrs. Assn. (Ind.)	
Eldorado Mining, Eldorado, Sask. ....	Mine, Mill & Smelter Wkrs. (Ind.)	
Ford of Canada, Windsor, Oakville & North York, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)	
Fry-Cadbury, Montreal, Que. ....	Bakery Wkrs. (CLC)	
Garment Mfrs. Assn., Winnipeg, Man. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)	
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)	
Hopital Hotel-Dieu, Montreal, Que. ....	Service Empl. Federation (CNTU)	
Hospitals (6), Montreal & District, Que. ....	Service Empl. Federation (CNTU)	
House of Seagrams, Que., Ont. & B.C. ....	Distillery Wkrs. (AFL-CIO/CLC)	
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man. ....	Ladies Garment Wkrs. (AFL-CIO/CLC)	
Lake Carriers' Assn., eastern Canada .....	Seafarers (AFL-CIO)	
Maritime Tel. & Tel. & Eastern Electric, company-wide .....	I.B.E.W. (AFL-CIO/CLC) (plant empl.)	
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)	
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (drivers)	
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (mechanics)	
Motor Trans. Labour Relations Council, B.C. ....	Teamsters (Ind.)	
National Harbours Board, Montreal, Que. ....	Railway Clerks (AFL-CIO/CLC)	
Northern Electric, Toronto, Ont. ....	Communications Wkrs. (AFL-CIO/CLC)	
Northwestern Utilities & Cdn. West Natural Gas, Alta. ....	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)	
Notre Dame Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)	
Ottawa Transportation Commission, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)	
Page-Hersey Tubes, Welland, Ont. ....	U.E. (Ind.)	
Provincial Transport, Que. ....	Railway, Transport & General Wkrs. (CLC)	
Que. Natural Gas, company-wide .....	Chemical Wkrs. (AFL-CIO/CLC)	
Royal Victoria Hospital, Montreal, Que. ....	Bldg. Service Empl. (AFL-CIO/CLC)	
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C. ....	Butcher Workmen (AFL-CIO/CLC)	
Sask. Wheat Pool (Elevator Div.) Ont., Man., Sask. & B.C. ....	Sask. Wheat Pool Empl. (CLC)	
Shawinigan Power, company-wide, Que. ....	Empl. Assn. (Ind.)	
Shell Oil, Montreal East, Que. ....	Empl. Council (Ind.)	

Company and Location	Union
Stelco (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Towboat Owners' Assn., B.C. ....	Merchant Service Guild (CLC)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside empl.)
Winnipeg City, Man. ....	Fire Fighters (AFL-CIO/CLC)
Winnipeg Transit Dept., Man. ....	Street Railway Empl. (AFL-CIO/CLC)
<b>Conciliation Officer</b>	
Calgary City, Alta. ....	Public Empl. (CLC) (inside empl.)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Howard Smith Paper, Cornwall, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Smith Transport, Montreal, Que. ....	Teamsters (Ind.)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
T.C.A. company-wide ....	Air Line Pilots (Ind.)
T.C.A. company-wide ....	Sales Empl. (Ind.)
Trucking Assn. of Que., province-wide ....	Teamsters (Ind.)
<b>Conciliation Board</b>	
B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Bowater's Nfld. Paper, Corner Brook, Nfld. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Canada Cement, N.B., Que., Ont., Man. & Alta. ....	Cement Wkrs. (AFL-CIO/CLC)
C.N.R., system-wide ....	Locomotive Engineers (Ind.)
C.N.R., system-wide ....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide ....	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide ....	Locomotive Engineers (Ind.)
C.P.R., system-wide ....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R. system-wide ....	Trainmen (AFL-CIO/CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Hamilton General Hospitals, Hamilton, Ont. ....	Public Empl. (CLC)
Motor Trans. Ind. Relations Bureau (car carriers), Ont. ....	Teamsters (Ind.)
Ontario Hydro, company-wide ....	Public Service Empl. (CLC)
Polymer Corporation, Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
Winnipeg City, Man. ....	Public Service Empl. (CLC)
<b>Post-Conciliation Bargaining</b>	
Cdn. Westinghouse, Hamilton, Ont. ....	U.E. (Ind.)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
<b>Arbitration</b>	
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
<b>Work Stoppage</b>	
Fisheries Assn., B.C. ....	United Fishermen (Ind.) (herring fishermen)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)

### Part III—Settlements Reached During October 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

ASSN. DES MARCHANDS DETAILLANTS (PRODUITS ALIMENTAIRES), QUEBEC, QUE.—COMMERCE EMPL. FEDERATION (CNTU): current agreement covering 1,000 empl. extended for one yr. without change.



ATLANTIC SUGAR REFINERIES, SAINT JOHN, N.B.—BAKERY WKRS. (CLC): 3-yr. agreement covering 520 empl.—a general increase of 4¢ an hr. eff. Oct. 18, 1961, another 3¢ an hr. eff. March 2 and 4¢ on Sept. 2, 1962, another 3¢ eff. March 3, 1963 and a final increase of 8¢ an hr. eff. Sept. 1, 1963; retroactive pay of \$10; double time for Sunday work instead of time and one half; eff. Jan. 1962 all empl. with 20 yrs. continuous service will be entitled to 3 wks. vacation; eff. Jan. 1963, the 3 wks. vacation will be extended to empl. with 15 yrs. service and in Jan. 1964 to those with 10 yrs. service; new labour rate after final increase on Sept. 1, 1963 will be \$1.72 an hr. for male empl.

CDN. INTERNATIONAL PAPER, N.B., QUE. & ONT.—PAPER MAKERS (AFL-CIO/CLC) PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OPER. ENGINEERS (AFL-CIO): 2-yr. agreement covering 6,000 empl.—5¢ an hr. increase retroactive to May 1, 1961 and a further increase of 5¢ an hr. eff. May 1, 1962; 1¢ an hr. increase in shift premiums eff. May 1, 1961, increasing afternoon shift differential to 6¢ an hr. and the evening shift differential to 9¢ an hr; a further 1¢ an hr. increase in shift premium eff. May 1, 1962, increasing the shift differentials to 7¢ and 10¢ an hr; 1 additional floating holiday for a total of 4 floating and 4 statutory holidays annually; company contributions for hospital insurance premiums increased from \$2.15 to \$3.15 a mo. for each empl. retroactive to May 1, 1961 and to \$4.15 a mo. eff. May 1, 1962; agreement in principle on continuous operations; when continuous operations introduced paper makers to receive an extra 5¢ an hr. and mechanical and related trades, an extra 10¢ an hr; 4 wks. vacation after 23 yrs. of continuous service to become eff. Jan. 1, 1962 (previously 4 wks. after 25 yrs.); basic rate after the final increase becomes eff. on May 1, 1962 will be \$2.03 an hr.

DOMINION STORES, MONTREAL AND VICINITY, QUE.—RETAIL CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—a general increase of \$4.50 a wk. retroactive to Sept. 4, 1961; an additional \$2.50 a wk. eff. Sept. 1, 1962; eff. on Oct. 23, 1961 work week was reduced from 43 hrs. to 42 hrs., a further reduction to 41 hrs. will become eff. Sept. 10, 1962 and a final reduction to 40 hrs. will be eff. Mar. 4, 1963; take-home pay is to remain unchanged by the reductions in the work week; 2 additional half holidays a yr; 3 wks. vacation annually for empl. with 12 yrs. of continuous service (formerly 3 wks. after 15 yrs.); 4 wks. vacation after 23 yrs. of continuous service (formerly no provision for 4 wks.); Christmas bonus increased from \$100 to \$125.

DONNAACONA PAPER, DONNAACONA, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 2-yr. agreement covering 800 empl.—5¢ an hr. increase retroactive to May 1, 1961 plus a 4¢ an hr. increase retroactive to Oct. 1, 1961 and a final increase of 6¢ an hr. eff. May 1, 1962; 3 wks. annual vacation after 10 yrs. continuous service (formerly 3 wks. after 15 yrs.); labour rate after final increase on May 1, 1962 will be \$1.93 an hr.

EDMONTON CITY, ALTA.—PUBLIC EMPL. (CLC) (CLERICAL EMPL.): 1-yr. agreement covering 1,275 empl.—a general increase of 2½% for all empl.

GREAT LAKES PAPER, FORT WILLIAM, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,125 empl.—5¢ an hr. increase retroactive to May 1, 1961; 1¢ an hr. increase in shift differentials; 4 wks. annual vacation after 23 yrs. of continuous service (previously 4 wks. after 25 yrs.); 1 additional floating holiday for a total of 3 floating and 5 statutory holidays annually.

KIMBERLEY-CLARK PULP & PAPER, TERRACE BAY, ONT.—I.B.E.W. (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 520 empl.—a general increase of 3¢ an hr. retroactive to May 1, 1961; 1¢ an hr. increase in shift differentials; an additional floating holiday for a total of 3 floating and 4 statutory holidays annually.

MARATHON CORP. OF CAN., MARATHON, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—a general increase of 3¢ an hr; 1¢ an hr. increase in shift differentials; an additional floating holiday for a total of 3 floating and 5 statutory holidays annually.

MARITIME TEL. & TEL., COMPANY-WIDE—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC EMPL.): 1-yr. agreement covering 725 empl.—a general increase of 3.21%; 1 additional holiday per yr. for a total of 9 annually.

MONTREAL TRANS. COMMISSION, QUE.—RAILWAY, TRANSPORT & GENERAL WKRS. (CLC): 3-yr. agreement covering 4,200 empl.—7¢ an hr. increase retroactive to July 12, 1961, an additional 7¢ eff. July 12, 1962 and a final 7¢ eff. July 12, 1963; service required to qualify for 3 wks. annual paid vacation reduced from 15 yrs. to 12 yrs. eff. Jan. 1, 1962 and to 10 yrs. eff. Jan. 1, 1964; 4 wks. annual vacation after 25 yrs. eff. Jan. 1, 1962 (formerly no provision for 4 wks. vacation); 4 additional paid holidays for a total of 8 annually eff. 1963; premium for work on Sunday increased from 5¢ an hr. to 25¢ an hr. retroactive to July 12, 1961; rate for bus drivers in training increased from \$84 to \$150 monthly; new rates after final increases will be \$2.12 an hr. for bus drivers and \$1.86 an hr. for labourers.

ONT.-MINNESOTA PAPER, FORT FRANCES & KENORA, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 800 empl.—5¢ an hr. increase retroactive to May 1, 1961; 1¢ an hr. increase in the shift differentials; 4 wks. annual paid vacation after 23 yrs. of continuous service (formerly 4 wks. after 25 yrs.); 1 additional floating holiday for a total of 3 floating and 5 statutory holidays annually.

SANGAMO COMPANY, LEASIDE, ONT.—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—5½¢ an hr. increase eff. Oct. 7, 1961 and a further 4½¢ an hr. eff. March 31, 1962; increase of 1¢ an hr. in shift premiums.

SASK. GOV'T.—SASK. CIVIL SERVICE (IND.) (CLASSIFIED SERVICES): 1-yr. agreement covering 5,000 empl.—a general increase of 2.75% per mo.; new salaries for clerks Grade 1 will be \$183-\$228 a mo. and the starting salary for grounds labourers will be \$252 per mo.

SASK. POWER CORP. PROVINCE-WIDE—OIL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 2,600 empl.—a general increase of 3% retroactive to June 1, 1961; new starting rate for labourers \$1.63 an hr.

# BARGAINING CALENDAR FOR 1962

Collective agreements covering 500 or more workers listed by month in which they terminate.  
Agreements in the construction industry are excluded.

## JANUARY

Company and Location	Union
Anacanda American Brass, New Toronto, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.....	Nat. Council of Cdn. Labour (Ind.)
Bindery room employers, Toronto, Ont.....	Bookbinders (AFL-CIO/CLC)
Bristol Aero-Industries, Winnipeg, Man.....	Machinists (AFL-CIO/CLC)
Cdn. Industries Ltd., Millhaven, Ont.....	Oil Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.....	Mining Empl. Federation (CNTU)
Dominion Glass, Hamilton, Ont.....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.....	Mine, Mill & Smelter Wkrs. (Ind.)
International Nickel, Sudbury, Ont.....	Mine, Mill & Smelter Wkrs. (Ind.)
Normetal Mining, Normetal, Que.....	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.....	Steelworkers (AFL-CIO/CLC)
Toronto Electric Commissioners, Ont.....	Public Service Empl. (CLC)

## FEBRUARY

Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.....	Commerce Empl. Federation (CNTU)
Cdn. Celanese, Sorel, Que.....	Textile Wkrs. Union (AFL-CIO/CLC)
Consolidated Mining & Smelting, Kimberley, B.C.....	Mine, Mill & Smelter Wkrs. (Ind.)
Consolidated Mining & Smelting, Trail, B.C.....	Mine, Mill & Smelter Wkrs. (Ind.)
Dom. Textile, Montmorency, Sherbrooke, Magog, Drummondville, Que.....	Textile Federation (CNTU)
Dom. Textile, Montreal, Que.....	United Textile Wkrs. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Ford of Canada, Windsor, Ont.....	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Glove Mfrs. Assn., Montreal, St. Raymond, Loretteville, St. Tite, Que.....	Clothing Wkrs. Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac, (C.P.R.), Quebec, Que.....	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier, (C.N.R.), Ottawa, Ont.....	Railway, Transport & General Wkrs. (CLC)
Hotel Empress, (C.P.R.), Victoria, B.C.....	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.....	Railway, Transport & General Wkrs. (CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.....	Tobacco Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.....	Hatters (AFL-CIO/CLC)
Montreal Cottons, Valleyfield, Que.....	United Textile Wkrs. (AFL-CIO/CLC)
Northern Electric, Belleville, Ont.....	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.....	Empl. Assn. (Ind.) (phone installers & plant empl.)
Northern Electric, Montreal, Que.....	Office Empl. Assn. (Ind.)
Vancouver City, B.C.....	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C.....	B.C. Peace Officers (CLC)

## MARCH

Aacme, Borden's & other dairies, Toronto, Ont.....	Teamsters (Ind.)
Aluminum Co., Kingston, Ont.....	Steelworkers (AFL-CIO/CLC)
Auto dealers garages (various), Vancouver, B.C.....	Machinists (AFL-CIO/CLC)
B.C. Telephone & subsidiaries, B.C.....	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.....	Packaginghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada.....	Packaginghouse Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide.....	Packaginghouse Wkrs. (AFL-CIO/CLC)
Dairies (various), Vancouver and New Westminster, B.C.....	Teamsters (Ind.)
Dom. Engineering Works, Lachine, Que.....	Machinists (AFL-CIO/CLC)
Electric Auto-Lite, Sarnia, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.....	Mine, Mill & Smelter Wkrs. (Ind.)
John Inglis, Toronto, Ont.....	Steelworkers (AFL-CIO/CLC)
Manitoba Power Commission.....	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone.....	I.B.E.W. (AFL-CIO/CLC) (linemen)
Manitoba Telephone.....	Man. Telephone Assn. (Ind.) (clerical empl.)
Montreal General Hospital, Montreal, Que.....	Service Empl. Federation (CNTU)
Pacific Press, Vancouver, B.C.....	Newspaper Guild (AFL-CIO/CLC)
Philips Electronics, Toronto, Ont.....	I.B.E.W. (AFL-CIO/CLC)
Ready-mix concrete (4 cos.), Toronto, Ont.....	Teamsters (Ind.)
Sask. Government.....	Sask. Civil Service (Ind.) (labour services)
Shawinigan Chemicals, Shawinigan, Que.....	CNTU-chartered local
Steinberg's Ltd., Island of Montreal, Que.....	Empl. Protective Assn. (Ind.)
Swift Cdn., (6 plants), Canada-wide.....	Packaginghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.....	Public Empl. (CLC) (inside empl.)
Toronto City, Ont.....	Public Empl. (CLC) (outside empl.)
Toronto Metro. Municipality, Ont.....	Public Empl. (CLC) (inside empl.)
Toronto Metro. Municipality, Ont.....	Public Empl. (CLC) (outside empl.)

## APRIL

Abitibi Power & Paper & subsidiaries, Que., Ont. & Man.....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Alta. Gov't. Telephones.....	Mill Wkrs. (AFL-CIO/CLC) and others
Can. Iron Foundries, Three Rivers, Que.....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Collingwood Shipyards, Collingwood, Ont.....	Moulders (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont.....	CLC-chartered local
East. Can. Newsprint Grp., Que. and N.S.....	Rubber Wkrs. (AFL-CIO/CLC)
Electro Metallurgical, Welland, Ont.....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
DuPont of Can., Kingston, Ont.....	Mill Wkrs. (AFL-CIO/CLC) and others
Fisheries Assn., B.C.....	U.E. (Ind.)
Fisheries Assn., & Cold Storage Cos., B.C.....	Mine Wkrs. (Ind.)
Food Stores (various), Vancouver, Victoria, and New Westminster, B.C.....	United Fishermen (Ind.) (tendermen)
	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
	Retail Clerks (AFL-CIO/CLC)



Company and Location	Union
Fur Mfrs. Guild, Montreal, Que.....	Butcher Workmen (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
International Harvester, Hamilton, Ont.....	Mill Wkrs. (AFL-CIO/CLC) and others
Kimberley-Clark Paper, Terrace Bay, Ont...	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Ont.-Minnesota Paper, Fort Frances & Kenora, Ont.....	Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Power Super Markets, Toronto, Hamilton, Oshawa, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.....	Pulp & Paper Wkrs. (AFL-CIO/CLC) Pulp & Paper
Price Bros., Kenogami & Riverbend, Que.....	Mill Wkrs. (AFL-CIO/CLC and others)
Provincial Paper, Thorold, Ont.....	Butcher Workmen (AFL-CIO/CLC)
Quebec City, Que.....	Woodcutters, Farmers Union (Ind.)
Quebec City, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Que. North Shore Paper, Baie Comeau, Que.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
St. Lawrence Corp., Red Rock, Ont.....	Municipal & School Empl. Federation (Ind.) (inside empl.)
Steep Rock Mines, Steep Rock Lake, Ont.....	Municipal & School Empl. Federation (Ind.) (outside empl.)
	Paper Makers (AFL-CIO/CLC) Pulp & Paper
	Mill Wkrs. (AFL-CIO/CLC)
	Paper Makers (AFL-CIO/CLC) Pulp & Paper
	Mill Wkrs. (AFL-CIO/CLC) and others
	Steelworkers (AFL-CIO/CLC)

## MAY

Anglo-Nfld. Development, Grand Falls, Nfld.....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Assn. Patronale du Commerce (alimentation en gros), Quebec, Que...	Mill Wkrs. (AFL-CIO/CLC) and others
Bakeries (various), Greater Vancouver, B.C.....	Commerce Empl. Federation (CNTU)
Breweries (various), Winnipeg, Man.....	Bakery Wkrs. (CLC)
C.P.R., system-wide.....	Brewery Wkrs. (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.....	Trainmen (AFL-CIO/CLC) (dining car staff)
Canadian Car, Fort William, Ont.....	U.E. (Ind.)
Canadian Marconi, Montreal, Que.....	Auto Wkrs. (AFL-CIO/CLC)
David & Frere, Montreal, Que.....	Empl. Council (Ind.)
Dom. Rubber (Tire Div.), Kitchener, Ont.....	Empl. Assn. (Ind.)
Dunlop Canada, Whitby, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Goodrich Canada, Kitchener, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.....	Millers (AFL-CIO/CLC)
Sask. Power Corp.....	Oil Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.....	Fire Fighetrs (AFL-CIO/CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.....	Empl. Union (Ind.)

## JUNE

Associated Clothing Mfrs., Montreal, Que.....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Bldg. maintenance contractors, Vancouver, B.C.....	Mill Wkrs. (AFL-CIO/CLC) and others
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.....	Bldg. Service Empl. (AFL-CIO/CLC)
Cdn. Sugar Factories, Raymond, Picture Butte, Taber, Alta.....	Auto Wkrs. (AFL-CIO/CLC)
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.....	CLC-chartered local
Cloak Mfrs. Assn., Toronto, Ont.....	Woodcutters, Farmers Union (Ind.)
Courtaulds Canada, Cornwall, Ont.....	Ladies Garment Wkrs. (AFL-CIO/CLC)
DeHavilland Aircraft, Toronto, Ont.....	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Bridge, Vancouver, B.C.....	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.....	Structural Iron Wkrs. (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast.....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.....	Woodworkers (AFL-CIO/CLC)
Hotels & taverns (various), Toronto, Ont.....	Woodcutters, Farmers' Union (Ind.)
International Harvester, Chatham, Ont.....	Hotel Empl. (AFL-CIO/CLC) (beverage dis- pensers)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.....	Auto Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast.....	Ladies Garment Wkrs. (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.....	Paper Makers (AFL-CIO/CLC)
Pulp & paper mills (various), B.C.....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
St. Raymond Paper, Desbiens & St. Raymond, Que.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.....	Woodcutters, Farmers' Union (Ind.)
T.C.A., Canada-wide.....	Empl. Assn. (Ind.)
University of Sask., Saskatoon, Sask.....	Machinists (AFL-CIO/CLC)
Wabasso Cotton, Welland, Ont.....	CLC-chartered local
	Textile Council (Ind.)

## JULY

B.C. Shipping Federation, various ports.....	Longshoremen & Warehousemen (CLC)
Coal Operators' Assn., Alta. & B.C.....	Mine Wkrs. (Ind.)
Consumers' Gas, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Dom. Steel & Coal, Sydney, N.S.....	Steelworkers (AFL-CIO/CLC)
Drumheller Coal Operators Assn., Southern Alta.....	Mine Wkrs. (Ind.)
Fisheries Assn., B.C.....	Native Brotherhood (Ind.) (salmon fishermen)
Fisheries Assn., B.C.....	United Fishermen (Ind.) (salmon fishermen)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.....	Woodcutters, Farmers' Union (Ind.)
New Brunswick Telephone.....	I.B.E.W., (AFL-CIO/CLC) (traffic empl.)
Que. Iron & Titanium, Sorel, Que.....	Metal Trades Federation (CNTU)

## AUGUST

Company and Location	Union
Abitibi Power & Paper, Northern Ontario.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
B.C. Electric Railway.....	Street Railway Empl. (AFL-CIO/CLC)
Can. & Dom. Sugar, Montreal, Que.....	Bakery Wkrs. (CLC)
DuPont of Canada, Maitland, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Port William, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Interior Forest Labour Relations Assn., Southern B.C.....	Woodworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
North. Interior Lumbermen's Assn., B.C.....	Woodworkers (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C.....	CLC-chartered local
St. Lawrence Corp., Nipigon, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

## SEPTEMBER

Bata Shoe, Batawa, Ont.....	Shoe Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.....	Machinists (AFL-CIO/CLC)
Canadian Car, Ville St. Pierre, Que.....	Railway Carmen (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.....	Glass Bottle Blowers (AFL-CIO/CLC)
Continental Can, Chatham, Toronto, Ont., & Vancouver, B.C.....	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
General Steelwares & Easy Washing Machine, London, Toronto, Ont., & Montreal, Que.....	Steelworkers (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.....	United Garment Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel., company-wide.....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Outboard Marine, Peterborough, Ont.....	Steelworkers (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Sask. Government.....	Sask. Civil Service (Ind.) (classified services)
Sask. Govt. Telephone.....	Communication Wkrs. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.....	Newspaper Guild (AFL-CIO/CLC)

## OCTOBER

Christie, Brown, Toronto, Ont.....	Bakery Wkrs. (CLC)
DeHavilland Aircraft, Toronto, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Dom. Bridge, Lachine & Longue Pointe, Que.....	Steelworkers (AFL-CIO/CLC)
Iron Ore of Can., Schefferville, Que.....	Steelworkers (AFL-CIO/CLC)
Montreal Locomotive Works, Que.....	Steelworkers (AFL-CIO/CLC)

## NOVEMBER

Canadian Kodak, Mount Dennis, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.....	Printing Pressmen (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.....	Steelworkers (AFL-CIO/CLC)
Montreal City, Que.....	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.....	CNTU-chartered local (inside empl.)
Montreal City, Que.....	Public Service Empl. (CLC) (outside empl.)
Thompson Products, St. Catharines, Ont.....	Empl. Assn. (Ind.)

## DECEMBER

American Can, Hamilton, Simcoe, Ont., & Montreal, Que.....	CLC-chartered local
Assn. des Marchands Détaillants, Quebec & district, Que.....	CNTU-chartered local (garage empl.)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.....	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Calgary City, Alta.....	Public Empl. (CLC) (outside empl.)
Calgary Power & Farm Electric Services, Alta.....	Empl. Assn. (Ind.)
Cdn. Copper Refiners, Montreal, Que.....	Metal Refining Wkrs. Union (Ind.)
Cdn. Lithographers Assn., Eastern Canada.....	Lithographers (Ind.)
Continental Can, St. Laurent, Que.....	CLC-chartered local
Dominion Coal, Sydney, N.S.....	Mine Wkrs. (Ind.)
East. Can. Stevedoring & 2 others, Toronto, Ont.....	L.L.A. (AFL-CIO/CLC)
Edmonton City, Alta.....	Public Empl. (CLC) (outside empl.)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.....	Railway Clerks (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.....	Mine Wkrs. (Ind.)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.....	various unions
Sask. Provincial Hospitals, Weyburn, Moose Jaw & North Battleford, Sask.....	CLC-chartered local & Public Service Empl (CLC)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.....	L.L.A. (AFL-CIO/CLC)
Toronto General Hospital, Ont.....	Building Service Empl. (AFL-CIO/CLC)
Winnipeg General Hospital, Man.....	Public Empl. (CLC)



## NOTES OF CURRENT INTEREST

### U.S. Labor Secretary Visits Minister of Labour

Hon. Arthur J. Goldberg, United States Secretary of Labor, and a number of officials of his department, were in Ottawa for three days at the beginning of last month, October 5, 6 and 7. His visit returned that of Hon. Michael Starr, Minister of Labour, and Canadian officials to Washington in April (L.G., June, p. 541) and was a continuation of the arrangement for an informal exchange of views, experience and information on labour questions in the two countries that was arranged earlier in the year.

These visits to Washington and Ottawa were the first official visits of the Minister and Secretary to the respective countries.

Topics discussed during two days of meetings included: employment and unemployment developments, automation and manpower, productivity, training, programs for older workers, employment service programs, special area programs, winter employment incentives, labour-management relations, labour-management committees, collective bargaining developments, and labour standards both national and international.

During the visit, both Mr. Goldberg and Mr. Starr said the discussions were proving most fruitful and helpful, and they looked forward to further exchanges of views and experience.

Canadians participating in the discussions were particularly impressed by the measures being taken in the United States with respect to manpower, automation, training, and improvements in the quality and extent of government employment service.

The Secretary and officials of the U.S. Department of Labor expressed much interest in the Municipal Winter Works Incentive Program, the "Do It Now" campaign and other steps developed in Canada to encourage winter employment. They were also impressed by recent developments in technical training and by the work done at the plant level by Canadian labour-management committees.

Both the Secretary and the Minister strongly emphasized in the discussions the importance of good relations between management and labour. Mr. Goldberg said both parties in industry must show they are conscious of having "an over-riding responsibility to our countries." He said management and unions must recognize the necessity of technological change. But he was fully aware of the need to cushion the effects of transition through the development of adequate training measures and other means.

Mr. Starr said it was more important than ever before that a working partnership be established between management and labour. Although it was heartening that the economic climate in Canada and the United States was improving, he and Mr. Goldberg were agreed that continuing attention must be given to the problem of unemployment.

At the close of the meeting it was agreed that discussions and exchanges would be continued from time to time in the future.

W. R. Dymond, Assistant Deputy Minister of Labour, attended the meeting of the Advisory Committee on Automation and Manpower in Washington on October 30.

Similarly, a representative from the U.S. Department of Labor has been invited to attend the next meeting of the Advisory Committee on Technological Change of the Canadian Department of Labour.

Robert C. Goodwin, Director, Bureau of Employment Security, U.S. Department of Labor, was to visit Ottawa in November to discuss matters of mutual interest with officials of the Unemployment Insurance Commission.

Miss Marion V. Royce, Director of the Women's Bureau, was to visit Washington, also in November, for discussions with Mrs. Esther Peterson, Assistant Secretary of Labor and Director of the Women's Bureau in the U.S. Department of Labor.

Arrangements have been made for a continuous exchange of information on research and studies undertaken by the Bureau of Labor Statistics of the U.S. Department of Labor and the Economics and Research Branch of the Canadian Department of Labour. There will be discussions on joint research projects where these can be carried on usefully and an exchange of information on projections for the future in the manpower field.

During his stay in Ottawa the U.S. Secretary of Labor visited the headquarters of the Canadian Labour Congress and the plant of the E. B. Eddy Company, Hull. He also addressed a luncheon meeting of the Canadian Club. He was accompanied by Mrs. Goldberg during his visit to Canada.

Others from the United States who participated in the discussions were George L. P. Weaver, Assistant Secretary of Labor in charge of International Affairs; Willis C. Armstrong, Minister-Counselor, United States Embassy, Ottawa; Robert C. Goodwin, Director, Bureau of Employment Security; Seymour Wolfbein, Deputy Assistant Secretary of Labor; John Leslie, Director, Office of Information; Louis Wiesner, Labor Attaché, United States Embassy, Ottawa, and other officials.

Canadians taking part, in addition to Mr. Starr, were: R. D. Thrasher, Parliamentary Secretary to the Minister of Labour; George V. Haythorne, Deputy Minister of Labour; Gordon Cushing and W. R. Dymond, Assistant Deputy Ministers of Labour; Laval Fortier, C. A. L. Murchison and A. F. MacArthur, Commissioners, Unemployment Insurance Commission, and other officials.

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## 1961-62 Winter Works Program Off to Encouraging Start

This year's federal-provincial Municipal Winter Works Incentive Program is off to an encouraging start. At November 3, more than 3,000 applications from municipalities had been approved for federal assistance.

The projects so far approved will provide more jobs than were provided in the entire second year of the program.

At the end of the first three weeks of this year's program, 3,009 applications had been approved. The total cost of these approved projects will be \$114,146,000, to which the estimated federal contribution will be \$19,275,000.

The approved projects will provide an estimated 55,984 on-site jobs and 2,743,694 man-days of work.

"If the early start is any indication, the number of men employed on site by

the program will likely exceed 150,000—up from 121,000 last year," said Hon. Michael Starr, Minister of Labour.

All ten provinces are co-operating in the 1961-62 programs and all ten have already submitted applications for projects from their municipalities.

Under the terms of the program, the federal Government pays one-half of the direct payroll costs of a municipality or its contractors or subcontractors on accepted winter works projects. As in past years, a number of provinces are adding further incentives for projects undertaken by their municipalities under the program.

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## Urges Municipalities to Apply For Winter Works Incentive

The President of the Canadian Construction Association last month urged all Canadian municipalities that had not applied for



federal grants under the Municipal Winter Works Incentive Program to do so without delay.

Speaking at a luncheon of CCA's Management Committee, attended by construction men from across Canada, Arthur G. Sullivan, of Montreal, said:

"Everyone is encouraged by the decrease in our unemployment in this country during the past few months. Yet we are well aware that jobs are still not available for many. In addition we can not forget that an alarming number of our fellow Canadians could not find any work during recent winters. Municipalities can help reduce seasonal unemployment by utilizing to the full the Winter Works Incentive Program, undertaken by the federal Government."

Pointing out that the program offers 50 per cent of labour costs for approved projects and that labour costs on the average construction project are roughly one third, Mr. Sullivan said the costs to the municipality are reduced by "at the very least" 17 per cent. "I think the municipalities should jump at the prospect to fill their construction needs at what is, in effect, a bargain price," he said.

## Suggests Higher Allowances for Unemployed Undergoing Training

Hon. Michael Starr, Minister of Labour, last month expressed the hope that increased training allowances would be made available, through a new schedule of maximum training allowances now being suggested to the provinces, to unemployed persons taking federal-provincial training.

Although the initiative for the payment of training allowances, over and above that obtainable through the receipt of unemployment insurance benefits, is the prerogative of the province, the Minister was hopeful that increased allowances might be forthcoming to encourage participation in training by unemployed workers, particularly married men forced to take training in centres other than their normal place of residence.

Several provinces, he said, had recently expressed an interest in increasing their scales of living allowances for trainees, as they thought current scales were restricting some persons from taking advantage of the courses offered.

Under federal-provincial agreements, the federal Government contributes 75 per cent of the cost of unemployed training initiated by the provinces, and of training allowances for unemployed trainees recommended by the province. The new schedule of maximum training allowances to which the federal

contribution would apply that was suggested is:

Married trainee living away from home .....	\$50 a week
Married trainee living at home .....	\$35 a week
Single trainee living away from home .....	\$30 a week
Single trainee living at home .....	\$15 a week

These allowances can be paid where a worker is not in receipt of unemployment insurance or where unemployment insurance benefits are deemed not sufficient. Unemployment insurance benefits that are less than the level of the appropriate training allowance established may be augmented up to the maximum amounts indicated. In all cases the amount and extent of these allowances are determined by the province.

## CCA President Urges Emphasis On Apprentice Training

Even though the number of unemployed was still high, many jobs were going begging because of the lack of skilled applicants, Arthur G. Sullivan, President of the Canadian Construction Association, said last month.

"In far too many cases the unemployed are, in the main, the unskilled," he pointed out. "This sad situation calls for an increased emphasis on apprenticeship training. It required the attention of government, industry and the general public—particularly the parents."

Parents with teen-age sons should investigate thoroughly the advantages of apprenticeship, Mr. Sullivan said. Boys should be shown how much better off they will be if they continue seeking further education and training before working. The unskilled man's earning potential is limited by the amount of training he has received.

More than 100,000 teen-agers annually are looking for their first jobs. "Those with sound technical and academic educational backgrounds will be employed in preference to those who do not have these advantages," Mr. Sullivan declared.

## Appoint Consultant to Staff of Civilian Rehabilitation Branch

Miss Valeria A. Sims of Montreal has been appointed to the staff of the National Co-ordinator of Civilian Rehabilitation, Department of Labour. She took up her duties on October 1.

A graduate of McGill University, from which she received a Master of Social Work degree, Miss Sims will act in a consultative capacity in her new post. In general, her



*Dominion-Wide*

duties will be to assist provincial authorities in the development and expansion of their rehabilitation programs in accordance with the new Vocational Rehabilitation of Disabled Persons Act, passed at the last session of Parliament.

Miss Sims attended Sir George Williams College, Montreal, and later studied at the London School of Economics. After graduating from university, where she specialized in medical-social studies, she held positions in this field of work in both Canada and Britain.

Overseas, she was engaged in medical-social work with the London County Council and in resettlement work at the Queen Victoria Hospital at East Grinstead, Sussex. Before going to Britain, Miss Sims was employed at the Allan Memorial Institute of Psychiatry, Montreal.

Prior to taking up her new position with the Civilian Rehabilitation Branch, she served as a senior medical-social worker at the Royal Victoria Hospital in Montreal. Her duties there were related to the resettlement in the community of the disabled who had undergone treatment.

## Canada Will Admit Japanese Essential to Industries Here

Canada will grant permanent admission to limited numbers of key managerial, supervisory or technical personnel of Japanese mining and manufacturing enterprises established in Canada provided such personnel

are shown to be essential to the enterprise and needed on a long-term basis, and provided that the enterprise will employ a majority of Canadian citizens or persons already living in Canada.

Managerial, supervisory and technical personnel for specified Japanese-owned enterprises in Canada will be admitted as non-immigrants for periods of three years each, subject to annual renewal of status, which will be granted automatically if the original conditions of entry still exist.

This was announced by Prime Minister Diefenbaker in a speech to a joint meeting of the Canada-Japan Society and the Japan-Canada Trade Council during his state visit to Japan last month.

In the speech, the Prime Minister made some comments on Canadian-Japanese trade. In the trade agreement between Canada and Japan there is a clause that recognizes Canada's right to apply fixed values for duty in the event of damage to Canadian industry resulting from imports from Japan. In the seven years since the agreement was entered into, this special clause has never been used, the Prime Minister said.

"Our problems to date have been met through consultation and by the adoption of voluntary restraints by Japan designed to avoid damage to a market that holds much promise for the future." When, in 1959, it became evident that "an extraordinary increase" was taking place in Japan's exports to Canada, with a heavy concentration in a narrow range of products, quotas were established on hardwood, plywood and stainless steel flatware in addition to a wide range of textiles. The scope of these quotas was extended in 1960 and 1961.

## Government Will Not Proceed With Chignecto Canal Project

The federal Government will not at this time proceed further with the Chignecto canal project, Hon. David J. Walker, Minister of Public Works, announced last month.

Although the project is entirely feasible from an engineering standpoint, the Minister's statement said, the relationship between expected benefits and annual costs is "too far out of line to warrant proceeding further."

Annual costs for capital, maintenance and operation would be about \$10 million, and expected benefits to transportation about \$500,000, Mr. Walker said. The costs would be 20 times as great as expected annual savings. "It would surely be very unsound economics to spend \$20 in order to save \$1."



## More Than Half of Population Have Some Health Insurance

A little more than half of Canada's population was protected by some kind of health insurance during the Canadian Sick-ness Survey 1950-51, a joint undertaking of the Dominion Bureau of Statistics, the Department of National Health and Wel-fare, and the provincial health departments.

Almost all of these insured persons had hospital insurance, and more than half had medical insurance as well.

The proportion of the population with insurance coverage increased with the level of income, and in terms of age breakdowns, the 25-44 year age group had the largest proportion covered. In many cases, differ-ences in coverage between income levels and age groups were even more pronounced when types of insurance (classified as public non-profit, private non-profit, and commer-cial) are compared. For example, persons with income below \$1,500, making up 20 per cent of the total population, were 23.5 per cent of the group covered by public non-profit insurance but only 7.3 per cent of those covered by private non-profit insur-ance. On the other hand, persons with income over \$3,000, making up one-third of the total population, were 43 per cent of the group reporting private non-profit insurance.

Although the rate of hospitalization was higher for insured persons than for non-insured, the average length of stay was shorter.

In general, the findings of this study in-dicate that the volume of health care is greater for insured persons than for non-insured persons, and that this trend is magnified for persons with low income.

A special enquiry into the causes and extent of illness among employees in Great Britain, based on claims for sickness benefit during the year beginning June 5, 1961, is being conducted by the Ministry of Pen-sions and National Insurance.

## 3rd Quarter Increase in Number Receiving Old Age Assistance

The number of persons receiving old age assistance in Canada increased in the third quarter, from 99,855 at June 30 to 99,964 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled \$7,673,969.11 for the third quarter, com-pared with \$7,659,101.95 in the preceding

quarter. Since the inception of the Act, the federal Government has contributed \$235,-387,073.34.

At September 30, the average monthly assistance in the provinces ranged from \$48.13 to \$52.66. In all provinces the maxi-mum assistance paid was \$55 a month.

*Blind Persons Allowances*—The number of blind persons in Canada receiving allow-ances under the Blind Persons Act decreased in the third quarter, from 8,581 at June 30 to 8,567 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled \$1,018,431.07 for the third quarter, com-pared with \$1,022,898.76 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$33,-597,157.97.

At September 30, the average monthly allowance in the provinces ranged from \$49.55 to \$54.23. In all provinces the maxi-mum allowance paid was \$55 a month.

*Disabled Persons Allowances*—The num-ber of persons in Canada receiving allow-ances under the Disabled Persons Act de-creased in the third quarter, from 50,435 at June 30 to 50,217 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled \$4,069,584.58 for the third quarter, com-pared with \$4,084,031.62 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$80,-264,226.65.

At September 30, the average monthly allowance in the provinces ranged from \$52.69 to \$54.59. In all provinces the maxi-mum allowance paid was \$55 a month.

## Change in Labour Gazette Price

It has become necessary, because of increased production costs, to raise the price of the LABOUR GAZETTE. The price was last raised in 1955.

Beginning with the January 1962 issue, the annual subscription rate in Canada will be \$3.00, up from \$2.00. The price of a single copy will be 50 cents.

The 50-per-cent reduction on group sub-scriptions (five or more) remains in effect. Thus, bulk subscriptions will be available at \$1.50 each subscription.

For foreign subscribers, the annual sub-scription rate will become \$5.00; the single copy price, 50 cents.

The price of bound volumes remains unchanged: \$5 a copy delivered in Canada, \$7 a copy to other countries.

Current subscriptions will continue at the old rate until they expire; renewals will be at the new rate.

# World Commission on Vocational Rehabilitation

Commission established by Eighth World Congress of the International Society for Rehabilitation of the Disabled to give proper emphasis in its program to vocational aspects of rehabilitation. Ian Campbell of Canada named chairman

The importance of vocational goals in any program of rehabilitation was one of the principles recognized by the International Society for Rehabilitation of the Disabled as it adopted this name at the Eighth World Congress in 1960. To give proper emphasis in its total program to the vocational aspects of rehabilitation the Society, at that time, established a World Commission on Vocational Rehabilitation.

The Commission will work for, and through, the International Society and with other organizations to promote the employment of the disabled as a major objective in rehabilitation. To this end the World Commission on Vocational Rehabilitation will undertake to:

- (1) stimulate appropriate action in all parts of the world to meet the vocational needs of disabled individuals;

- (2) collect information on employment of the handicapped and disseminate it to the general public throughout the world as a part of the International Society's current education and information program;

- (3) serve as a focal point for identifying needed research and to advance knowledge in, and application of, vocational preparation and employment of the handicapped;

- (4) stimulate the development of sheltered employment opportunities, to provide work training and employment for those who are not readily able to secure other work;

- (5) carry on such additional activities as are necessary to accomplish the objectives of the Commission.

As a specialized group within the International Society, the Commission will use the facilities of the International Society to collect, translate and distribute publications, films and other information material; co-operate with the International Labour Organization in promoting the implementation of Recommendation 99 adopted by the ILO in 1955; organize and assist in organizing special seminars dealing with the problems of employment of the handicapped; encourage voluntary organizations of employers and workers to co-operate in providing opportunities for the employment of the handicapped; participate in World Congresses and Regional Conferences and make recommendations regarding their vocational content and co-operate with other

expert commissions of the International Society and other organizations concerned with the medical, social and educational aspect of rehabilitation.

The Commission will be composed of individuals primarily concerned with the vocational aspects of rehabilitation. At the present time 18 members, representative of 14 countries, have been appointed to the Commission. Additional members will be appointed as recommendations are received from member countries. H. H. Popham of Ottawa, President of the International Society, recently announced the appointment of Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, Ottawa, to act as Chairman of the Commission.

The Commission has established headquarters in New York with an American John Nesbitt as Director.

## International Conference on Tuberculosis

The vocational rehabilitation of victims of tuberculosis was one of the matters considered at the Conference of the International Union Against Tuberculosis when, for the first time since it was organized 40 years ago, it met in Canada in September. With Dr. W. G. Wherrett of Ottawa as president, more than 1,500 delegates from some 67 countries came together to pool their knowledge and experience and seek ways of furthering the program for the eradication of tuberculosis as a major health problem in the world. At the opening session six countries, the Republic of Mali, Malaya, Thailand, Sikkim, Formosa and the Ivory Coast, were admitted to membership, bringing the total to 73 nations.

During the five days delegates heard scientific papers and reports on studies and research projects going on in many parts of the world. These included not only medical matters but the role of the voluntary organizations in promoting programs of detection and prevention and the place of vocational rehabilitation in a comprehensive tuberculosis program. Among the numerous exhibits depicting advances in equipment and drugs used in treatment, research projects, nursing procedures and health education was an exhibit outlining the Canadian program for vocational rehabilitation of the disabled.



## Last of Six Broadcasts on Older Workers

"At 40, people are often just entering most productive years of their lives," says Minister of Labour in broadcast that concluded six-week series. Preceding broadcast by Commissioner A. F. MacArthur of Unemployment Insurance Commission

"The real truth of the matter is that at 40, people are often just entering the most productive years of their lives. They have reached the point where their experience and mature judgment can be of the greatest value to employers," said Hon. Michael Starr, Minister of Labour, in the final broadcast of the six-week series on the older worker.

The Minister pointed out that for many years the Department of Labour and the National Employment Service had recognized that because of arbitrary age limits in hiring—aggravated by widespread misconceptions of the abilities of older workers—many of these people had been prevented from developing their full potential.

The word "older" does not automatically imply inability, he emphasized. The many mature men and women in positions of importance and responsibility supported this statement, he said.

Mr. Starr expressed the opinion that the older worker was a sound dollars-and-cents proposition to his employer. In support of this he referred to the statement by one large Canadian pulp and paper company that it had kept several men employed up to the age of 75 where their physical condition allowed them to fill the job requirements. The company statement said: "In other cases where age made this impossible, or for other physical impairment, we set up a Salvage Department in which we process all of our scrap material, such as pipe fittings, valves, etc. Here, the level of activity is pretty much based on a man's physical ability and no pressure is exerted for output. We set this department up on the basis that all scrap material was charged in at no cost, and salvage material was re-issued to our stores department at 60 per cent of new material value. In this way we have been able to operate this department and not only has it paid its own way but it has made an appreciable profit."

Concluding his talk Mr. Starr pointed out that any employer who applies to the local office of the Employment Service to fill a vacancy is going to have a wider choice of qualified applicants if he does not impose arbitrary and unnecessary age limits.

The Minister urged older workers who may be seeking employment to get in touch with the National Employment Service, which is staffed by competent people who are completely familiar with the difficulties encountered by the over-40 job seeker.

The second last talk in the series was given by A. F. MacArthur, Commissioner, Unemployment Insurance Commission, Ottawa. Mr. MacArthur's subject was "Finding Jobs for Older Workers."

Mr. MacArthur pointed out that perhaps the universal fact of life was that everyone, if he was fortunate, grew older. The word denotes the development toward maturity, he said, the passing of the fruitful years when a man has learned the lessons of life, when experience has ground off the sharp corners of instability, self-centredness and inexperience. In their stead have developed experience, judgment, purpose, a sense of responsibility, understanding and appreciation of his role in society.

"With maturity," continued the speaker, "a man becomes a better employee—as a mature person he has put away childish things, he does not waste time on the job, he recognizes that work is a focal area of his life, that through it he can achieve the goals he has set for himself and his family. Therefore he is a responsible and loyal employee, steadier in attendance and work habits, requiring less supervision, capable of greater concentration on the job because he has matured."

The Commissioner stated that the National Employment Service had never accepted the fallacy that the mature worker had no role in the labour force. The National Employment Service was putting forth every effort to obtain job openings for older workers, and would continue to stimulate employer and community interest in bringing about an effective solution to the employment problem of older workers.

The earlier four talks in the series covered such topics as older women workers, retirement practices and their implications, pension plans and their effects on the employment of older workers, and occupational medicine and its effects on older workers.

Copies of the scripts of all six talks can be obtained by writing to "Canada At Work," Department of Labour, Ottawa.

## The Working Women of Norway

Women make up about 23 per cent of Norway's labour force, a slightly smaller percentage than in Canada. More than one quarter of all Norwegian women work outside home. Demand for women workers has exceeded supply in recent years

Women make up about 23 per cent of the total labour force in Norway. This is a slightly smaller percentage than in Canada.

More than one quarter of all Norwegian women work for pay outside the home, it is reported in *Facts About Women in Norway*, a recent publication of the Norwegian Ministry of Social Affairs. In recent years, the demand for women workers has exceeded supply in all industries.

Of the 328,000 women in paid employment, the services and professions attract the largest number, 138,000. A further 82,000 are employed in manufacturing, 60,000 in distribution and 26,000 in agriculture. These figures are from the 1950 census.

The number of women employed in farming and domestic service has been dropping while the number in manufacturing, other service occupations and the professions has risen substantially. The number employed in business has also risen.

The industries having a particularly high proportion of women are: clothing, textiles, canning, printing and bookbinding, paper-making, leather and rubber products. In most branches of industry there is a sharp distinction between men's and women's work but the number of jobs that may be filled by either a man or a woman is increasing.

In business, service occupations and the professions, more than 40 per cent of the total number of employees are women. Typists, stenographers, and telephone and telegraph operators are almost exclusively women. In retail stores, saleswomen tend to serve in certain kinds of shops and men in others.

In the professions, such as medicine, dentistry and high school teaching, men and women are doing the same work. Nursing and elementary school teaching in the lower grades are typically women's jobs. In the elementary schools, however, women teachers are gradually becoming interchangeable with men teachers. Hitherto, it has been the practice for women teachers to instruct only the first three grades and men to instruct the upper ones.

A striking rise in the proportion of women who are married has brought about a rapid increase in the number of married women working for pay outside the home.

Part-time work has been growing, chiefly in domestic service and office occupations. In manufacturing there is a relatively modest number of part-time workers. In Norway, unlike many other European countries, there is no long midday interval and the working hours in stores and offices are comparatively short, a situation that tends to favour the employment of married women.

In Norway there is an extensive system of day nurseries, run by both the local authorities and private agencies, which care for the children of working mothers during the normal working hours. Kindergartens with well-trained leaders also look after children in the 3-7 age group for a shorter period, usually in the morning. Some business firms run kindergartens for their employees' children.

A recent change in the income tax legislation provides an incentive for married women to work outside the home. The tax assessment was formerly based on the aggregate income of the husband and wife, the legislation now offers the working wife a choice between individual or aggregate taxation.

In the traditionally typical women's jobs where most women work wages are comparatively poor. Moreover, wages may vary greatly where men and women are doing the same work. Although the Norwegian Parliament has ratified ILO Convention 100, there is no legislation on equal pay for equal work.

Recently the Federation of Trade Unions negotiated a new basic agreement with the Employers' Confederation on the principle of the rate for the job. Pay adjustments are to be made in successive stages beginning in 1963 and concluding by 1967.

In 1959 an Equal Pay Council composed of an independent chairman and two representatives each of employers and employees was set up to undertake research on the question of equal pay, women's wages and employment, and on practical methods of applying the equal pay principle (L.G. 1959, p. 381).

Some 110,000 women in paid employment are members of trade unions affiliated with the General Confederation of Trade Unions. About nine out of ten women workers are still outside the labour movement, however.



## 50 Years Ago This Month

Victoria firm fined for importing labourer from United States in violation of Alien Labour Act. Transcontinental railway construction makes progress during summer of 1911; Grand Trunk Pacific reaches point 1,027 miles west of Winnipeg

A firm of contractors of Victoria, B.C., was fined \$100 by the Police Magistrate of that city for bringing in from Seattle under contract one John Thompson, labourer, for employment in Victoria. The September 1911 case was reported in the LABOUR GAZETTE for November of that year.

The alien Labour Act made it unlawful to "assist, encourage or solicit the importation or immigration of any alien or foreigner into Canada, under contract or agreement parole or special, express or implied, made previous to the importation or immigration of such alien or foreigner, to perform labour or service of any kind in Canada." The penalty for violation was a fine of not more than \$1,000 and not less than \$50.

The court found it had been proved that in June, Thompson, who was a Norwegian by birth but had been naturalized as an American citizen, along with eight others, Norwegians and Swedes, had arranged through a firm of employment agents in Seattle to obtain employment with some subcontractors of the contracting firm at a camp 22 miles from Victoria. They each paid \$5 to the employment agency and were each given a ticket authorizing them to present themselves for employment at the camp near Victoria at a wage of \$2.50 a day, with board at \$5.25 a week.

The agency paid the men's fare to Victoria and put them on the steamer. On their arrival they were met by a man and taken to a hotel. The following morning they were driven out to the camp of Knowles & Thompson, the subcontractors; but when they arrived there they were told that no day-work men had been ordered. Mr. Thompson endorsed their tickets to that effect, and told them that they were not required.

The men then walked the 22 miles back to Victoria, and went to the office of the contractors, Grant, Smith & Co. They were informed by a man who described himself as the manager and bookkeeper of the company that the only thing he could do was to send them to other camps where they would be given work. He offered to pay their fares to the camps.

The men refused this offer and demanded the return of the \$5 they had paid in Seattle and their return fare to that city. The manager rejected this proposal. The LABOUR

GAZETTE does not say what happened to the men after that.

The magistrate found the contractors guilty of violating the Act. It appeared, however, that an order-in-council relaxing certain restrictions in the Immigration Act had been taken—though incorrectly—by the immigration officers at Victoria as in effect constituting a suspension of the Alien Labour Act. This was apparently taken as an extenuation, and the accused was fined \$100.

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Reporting on the progress of railway construction, the GAZETTE said that the National Transcontinental Railway was expected to be completed "across the divide" in a few weeks' time. The CPR was proposing to double-track the line from Brandon to Medicine Hat.

At the annual meeting of the Grand Trunk Pacific Railway Company, the President had stated that on the main line, track-laying had been extended during the year from Wolf Creek to Fitzhugh, 1,027 miles west of Winnipeg; and that it was expected to reach a point 1,094 miles west of Winnipeg before the close of the year's operations.

The CPR was making extensive additions to hotels at Lake Louise and Banff, and other hotels were being built for the company in Calgary and Victoria. In Winnipeg, the GTP had begun construction of a new hotel, to be named the Fort Garry.

"Good progress was made in the construction of the main line of the Canadian Northern Railway between Edmonton and the Pacific terminals. The line from Edmonton to Athabasca Landing is expected to be ready for operation during October, and 125 miles of grading will be completed on this section before the work is stopped by frost."

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The wage changes reported during October 1911 included one that gave to 22 lathers in Victoria a piecework rate of \$3 per thousand, or \$5.50 for an eight-hour day, in place of a piecework rate of \$3.50 per thousand, "the men supplying their own nails."

Another item was: "Public library employees (11) at Hamilton, Ont., received an advance of 50 cents per week.

# INTERNATIONAL LABOUR ORGANIZATION

## Announce First Study Course at ILO's International Institute for Labour Studies

Thirty persons from different regions of world will participate in course to open in October 1962. Donations to Institute's endowment fund reach \$2,650,865

The ILO's International Institute for Labour Studies will offer its first course of study in October 1962. This was one of the decisions taken by the Board of the Institute at its first meeting.

Thirty persons from different regions of the world, who have already acquired a certain experience with labour problems and are likely to rise to positions of greater responsibility, will participate in the course. The aim of the course will be to promote a better understanding of labour problems and provide opportunities for the free exchange of experience among the participants.

Decision to establish the Institute was made at the 144th session of the ILO Governing Body in March 1960. The Institute will offer advanced studies on social and labour questions to persons exercising responsibilities or possessing special knowledge in these fields. The participants will come from trade unions, management, public service, the professions and universities.

At its first meeting the Board also appointed the Advisory Committee of the Institute. The following persons were introduced: Luis Alvarado of Peru, Foreign Minister; K. O. Dike of Nigeria, Principal of the University College of Ibadan; D. R. Gadgil of India, Director of the Gokhale Institute of Politics and Economics, Poona; Clark Kerr of the United States, President of the University of California (Berkeley); M. A. Raschid of Burma, Minister for Industry, Mines and Labour; and J. D. Reynaud of France, Professor at the *Conservative National des Arts et Métiers*, Paris.

The following members have since been named: Jerry Wyszniowski of Poland, Professor at the *Ecole supérieure de Planification et de statistiques*, Warsaw; Eric Martin, Rector of the University of Geneva; and J. Freymond, Director of the Graduate

Institute of International Studies, Geneva.

The task of this Committee is to advise the Director of the Institute on program questions.

### Endowment Fund

The work of the Institute is to be ensured on a continuing basis by an endowment fund of \$10,000,000 but will begin before that sum has been reached. Recent contributions to the endowment fund of the Institute have been (earlier contributions were listed on page 366 of the April issue):

Republic of the Congo (Leopoldville), approximately \$10,000

Switzerland, 500,000 Swiss francs (\$116,-279)

Senegal, \$2,000

Government of Cyprus, \$500 (pledge)

*Instituto Nacional de Cooperacion Educativa*, which is in charge of vocational training in Venezuela, \$3,000

French Government, five million francs (about \$1,020,400)

Peru, \$5,000

Ceylon, \$12,660

Japan, \$200,000

Liberia, \$5,000

Nigeria, \$14,000

Pakistan, \$25,000

Belgium, \$120,000

Sweden, \$100,000.

Eighteen countries and several workers' and employers' organizations—among them a group of Peruvian employers—have now made or pledged contributions to the endowment fund, which has now reached \$2,650,865. Of the 18 countries that have made or pledged contributions, seven are African countries—Congo (Leopoldville), Liberia, Morocco, Nigeria, Senegal, Sudan and Tunisia. Before the French contribution, the largest previous grant was that of the Federal Republic of Germany—\$750,000.



# 19th Session, Joint Maritime Commission

Unanimously adopts 12 resolutions, among them one calling for initiation and publication by ILO of comprehensive study of social effects of technological change in shipping industry. Another calls for study of vocational training

A resolution calling for the initiation and publication by the ILO of a comprehensive study of the social effects of technological change in the shipping industry was one of twelve unanimously adopted at the 19th Session of the ILO's Joint Maritime Commission, held at Geneva September 26 to October 6. The Commission is composed of 15 shipowners' members and 15 seafarers' members.

At the meeting, the Commission considered 15 resolutions, adopting 12 unanimously. On two resolutions concerning air conditioning of crew accommodation and the manning of ships, the Commission was unable to reach unanimous agreement.

One of the adopted resolutions expressed regret that Recommendation No. 109, which refers to hours of work on board ship and which was adopted in 1958, had been implemented by only a few countries. Another resolution called for the inclusion on the agenda of the next maritime session of the International Labour Conference of the question of seafarers' paid vacations, with a view to the adoption of a new international instrument.

Among the resolutions adopted were those calling for:

—A comprehensive study of systems of vocational training in the maritime industry.

—Consideration by shipowners' and seafarers' organizations of such matters as safety, risk of accident, and special training relating to nuclear-powered merchant ships.

—Lessening in every way possible the hazards to which seafarers are exposed as a result of nuclear tests in ocean areas.

—The setting up by the ILO and the Intergovernmental Maritime Consultative Organization of a joint committee to deal with the training of seafarers in the use of safety devices on board ship.

Another resolution on the subject of safety drew attention to the importance of ensuring that seafarers are not over-fatigued before going on watch when first leaving port.

The session was under the chairmanship of Dr. S. T. Merani of India, Chairman of the Governing Body. It was attended by representatives of the ILO Governing Body, the United Nations, and by the Secretary-General of the Intergovernmental Maritime Consultative Organization.

The Chairman for the shipowners' group and the seafarers' group respectively were Sir Richard Snedden, CBE, General Manager, International Shipping Federation, London, and Captain D. S. Tennant, CBE, General Secretary, Merchant Navy and Air Line Officers Association, both of the United Kingdom.

## 149th Session, ILO Governing Body

Shambhu Merani of India has been elected Chairman of the Governing Body of the International Labour Office for the year 1961-1962.

The Governing Body elected Mr. Merani at the final sitting of its 149th Session. The action was unanimous. Mr. Merani, who is International Labour Adviser to the Government of India and his country's Permanent Representative on the Governing Body, succeeds George C. Lodge of the United States, who was chairman for the year 1960-1961.

Pierre Waline of France was re-elected Employers' Vice-Chairman of the Governing Body. Jean Mori of Switzerland was re-elected Workers' Vice-Chairman.

Before ending its 149th Session, the Governing Body also approved two reports submitted by its Committee on Freedom of Association and the composition and agenda of various meetings to be held within or under the auspices of the International Labour Organization in the months ahead.

## Niger Republic Becomes 97th ILO Member Country

The Republic of Niger, admitted to the United Nations in September 1960, has become a member of the International Labour Organization. ILO membership now stands at 97 countries.

The only condition of ILO membership for countries already holding membership in the United Nations is a declaration of formal acceptance of the obligations of the ILO constitution.

# TEAMWORK in INDUSTRY

Thanks to a high order of labour-management co-operation at Atomic Energy of Canada Ltd., Ottawa, Canada has shot ahead of the rest of the world in yet another peace-time application of atomic energy. Project MDI, completed on schedule though started only last February, is now in action.

MDI—"mobile demonstration irradiator"—is a device to irradiate potatoes and other products with gamma rays to prevent sprouting while in storage and to keep them fresher and better longer. High-speed teamwork on the part of personnel at the Commercial Products Division of AECL enabled MDI to roll East to the Maritimes on a 50-foot aluminum trailer in time to irradiate bulk samples of the 1961 crop of potatoes.

Cliff McColm, engineering production branch head, praised the calibre of labour-management relations that helped complete the project on schedule. "MDI was a real crash program," he explained. "We needed the sort of co-operation our employees gave us in order to be ready for this year's crop." He revealed that people would return to the "shop" in the middle of their vacation period to attend to some small phase of the project which they felt was their responsibility alone. "They knew Canada was ahead in this field and they wanted to see us keep it that way."

According to Mr. McColm, the division's Union-Management Co-operative Committee has aided in developing the right atmosphere for good labour-management relations in the plant. He described the committee as a "good prod to management to get us to do the things we promised."

Personnel officer C. W. Thompson believes that dealing with mutual problems regularly on a face-to-face basis is a good way to improve relations and promote greater trust between management and shop people. "Most of our potentially serious problems are talked out at union-management meetings," he said. "The most important of the committee's achievement," he added, "is the joint consultation subcommittee on safety."

Bill Garvin, President of Local 1541, Ottawa Atomic Workers' Union (CLC), calls joint consultation an exceptionally good idea. "You would be amazed at the number of things we have accomplished over a short period of time," he remarked

recently. "All the employees here are interested in the idea and discuss the committee's work regularly. The boys don't hesitate to approach their UMCC representatives and make suggestions."

Division safety supervisor Norm Delahunty claimed that higher standards of work and improved communications will result if a plant has a good union-management safety program. "Safety inspections make a man careful about safety," he said. "Being careful about safety becomes a habit with him and rubs off in other areas. He automatically becomes more careful about his work." Communications improve because union and management start talking with each other about safety.

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Improved employer-employee communications is among the achievements listed by the labour-management Advisory Council of Regina General Hospital in a report reviewing the council's first year of activity. The council frequently acts as liaison between management and the General's staff of 1,100. Communications of a direct sort—regular, open discussion of various phases of hospital operations—have alerted management in hitherto neglected problems. Discussions of absenteeism are promoting a "new awareness" of the problem as it relates to patient care, operating costs and employer-employee relations.

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Six years of joint consultation were celebrated recently by personnel of Western Bridge and Steel Fabricators Ltd., Vancouver, B.C. Some 40 persons, members of the labour-management and safety committees, attended a banquet sponsored by the company in appreciation of the good work done by these two groups during the preceding years. Said General Manager Ian Hamilton: "I am strongly in favour of joint consultation. It is creating a sound basis for good relations between employees and management."

Charles Wilson, chief shop steward of Local 1, Marine Workers' and Boilermakers' Industrial Union (CLC), one of four special guests attending the event, stated that the Labour-Management Committee was serving a useful purpose.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



## INDUSTRIAL RELATIONS AND CONCILIATION

### Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during September. The Board issued seven certificates designating bargaining agents, ordered one representation vote, rejected three applications for certification and denied one request for special leave under Rule 8 of the Board's Rules of Procedure to make a second application before six months had elapsed since rejection of an earlier application.

During the month the Board received 15 applications for certification, one application for revocation of certification, one request for special leave to make a second application under Rule 8, and allowed the withdrawal of two applications for certification.

#### Applications for Certification Granted

1. Cape Breton Projectionists Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 848, Sydney, Glace Bay and New Glasgow, N.S., on behalf of a unit of employees of the Hector Broadcasting Co. Ltd., employed at Radio Station CKEC, New Glasgow, N.S. (L.G., Oct., p. 1035).

2. Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of packers, helpers, drivers, craters, and claims repairmen and packers, employed by the North American Van Lines (Atlantic) Limited at Dartmouth and Middleton, N.S. (L.G., Sept., p. 915).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Island Shipping Limited aboard the M.V. *Wheat King* and S.S. *Northern Venture* (L.G., Oct., p. 1035). The Seafarers' International Union of Canada intervened (see "Applications for Certification Rejected," below).

4. Warehousemen and Miscellaneous Drivers, Local Union 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by John N. Brocklesby Transport Limited and operating in and out of Etobicoke, Ont. (L.G., Oct., p. 1037).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of checkers, warehousemen, and stevedores, employed by Rowe's Freight & Marine Services Limited on the Government Wharf at Sydney, N.S. (L.G., Oct., p. 1037).

6. Association of Canadian Television and Radio Artists, on behalf of a unit of staff announcers and staff performers employed by the Canadian Marconi Company at CFCF-TV, Montreal, Que. (L.G., Oct., p. 1037). The Marconi Salaried Employees' Association (CFCF-TV) had intervened (see "Request for Special Leave (Rule 8)" below).

7. International Association of Machinists, on behalf of a unit of lead production planters, production planners, production forecasters, and parts routers employed by Trans-Canada Air Lines (see "Applications for Certification Received," below).

#### Representation Vote Ordered

National Association of Broadcast Employees and Technicians, applicant, Canadian Marconi Company, Montreal, respondent, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener, and Marconi Salaried Employees' Association (CFCF-TV), intervener (L.G., Oct., p. 1037). The Board directed that only the name of the National Association of Broadcast Employees and Technicians be on the ballot in the vote, which affected a unit of production em-

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

ployees employed by the Canadian Marconi Company at CFCF-TV in Montreal, Que. (Returning Officer: C. E. Poirier) (see also "Applications for Certification Granted," above; "Applications for Certification Rejected," below; and "Request for Special Leave (Rule 8)" below).

### Applications for Certification Rejected

1. The Radio and Television Employees' Union (CKVL), applicants, Radio Station CKVL Ltd., Verdun, Que., respondent, and National Association of Broadcast Employees and Technicians, intervener (L.G., Oct., p. 1036). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. International Alliance of Theatrical Stage Employees and Moving Picture Mach-

ine Operators of the United States and Canada, applicant, Canadian Marconi Company, Montreal, respondent, Marconi Salaried Employees' Association (CFCF-TV), intervener, and National Association of Broadcast Employees and Technicians, intervener (L.G., Oct., p. 1037). The application was rejected for the reason that the unit applied for was not appropriate for collective bargaining (see "Representation Vote Ordered," above).

3. Seafarers' International Union of Canada, applicant, Island Shipping Limited, respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (unlicensed personnel) (L.G., Oct., p. 1037). The Board's decision followed a public hearing of the parties concerned. In its request for this hearing, the Seafarers' International Union of Canada stated that it intended to adduce evidence

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



to indicate that the Board had been fraudulently misled in the application made by the Canadian Brotherhood of Railway, Transport and General Workers and that the fraud was made in concert and abetted by the respondent company; and further that the Brotherhood and the respondent had concealed material that would have persuaded the Board to act differently. After the hearing, the Board found that the allegations of fraud made by the Seafarers' International Union of Canada against the other parties were not proved, no evidence of fraud having been adduced before the Board, and in the absence of fraud the Board found no reason for not regarding the vote taken by order of the Board subsequent to the date of the application made by the Seafarers' International Union of Canada to be indicative of the wishes of the employees affected; but that there was every reason for the Board to be satisfied, under the provisions of Section 9 of the Industrial Relations and Disputes Investigation Act, that as of the date of the Seafarers' application the great majority of the employees affected had selected the Canadian Brotherhood of Railway, Transport and General Workers to be the bargaining agent on their behalf. Considering all these circumstances and for the additional reason that the Seafarers' International Union of Canada has at no time shown proof acceptable to the Board of having as of the date of its application any members in good standing among the employees affected, the Board rejected the application for certification made by the Seafarers' International Union of Canada (see also "Applications for Certification Granted," above).

#### Request for Special Leave (Rule 8) Denied

The request for special leave to make a second application for certification under Rule 8 of the Board's Rules of Procedure before a period of six months had elapsed since August 23, 1961, when a similar application had been rejected by the Board, was submitted by the Marconi Salaried Employees' Association (CFCF-TV), applicant, Canadian Marconi Company, Montreal, Que., respondent, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener, National Association of Broadcast Employees and Technicians, intervener, and Association of Canadian Television and Radio Artists, intervener (request received during month) (see "Applications for Certification Received," below, and L.G., Oct., p. 1036,

1037). The request for leave to make the second application was denied by the Board because no valid grounds for granting such leave under Rule 8 had been produced.

#### Applications for Certification Received

1. Marconi Salaried Employees' Association (CFCF-TV) on behalf of a unit of employees of the Canadian Marconi Company employed at CFCF-TV, Montreal, Que. (Investigating Officer: C. E. Poirier) (see "Request for Special Leave (Rule 8)" above).

2. Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the White Pass & Yukon Route, Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

3. International Association of Machinists, on behalf of a unit of lead production planners, production planners, production forecasters, and parts routers employed by Trans-Canada Air Lines (Investigating Officer: R. L. Fournier) (see "Applications for Certification Granted," above).

4. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed aboard vessels owned or operated by Porter Shipping Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

5. Seafarers' International Union of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by Porter Shipping Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

6. United Brotherhood of Carpenters and Joiners of America, Local Union No. 2499, on behalf of a unit of carpenters employed by General Enterprises Ltd., Whitehorse, Y.T. (Investigating Officer: G. H. Purvis).

7. Marine Engineers Beneficial Association of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by the Dominion Steel and Coal Corporation Limited (Dominion Shipping Division), Montreal, Que. (Investigating Officer: Rémi Duquette).

8. Marine Engineers Beneficial Association of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by the Hall Corporation of Canada, Montreal, Que. (Investigating Officer: Rémi Duquette).

9. Marine Engineers Beneficial Association of Canada on behalf of a unit of marine engineers employed aboard vessels

owned or operated by N. M. Paterson & Sons Limited, Montreal, Que. (Investigating Officer: Rémi Duquette).

10. Marine Engineers Beneficial Association of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officers: A. B. Whitfield).

11. Marine Engineers Beneficial Association of Canada on behalf of a unit of marine engineers employed aboard vessels owned or operated by the National Sand & Material Company, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

12. Marine Engineers Beneficial Association of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by Scott Misener Steamships Limited, Port Colborne, Ont. (Investigating Officer: A. B. Whitfield).

13. Marine Engineers Beneficial Association of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by K. A. Powell (Canada) Ltd., Winnipeg, Man. (Investigating Officer: A. B. Whitfield).

14. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by Western Ter-

minals Limited at Corner Brook, Nfld. (Investigating Officer: W. L. Taylor).

15. Civil Service Association of Canada, on behalf of a unit of harbour police employed by the National Harbours Board of Quebec, Que. (Investigating Officer: C. E. Poirier).

### Application for Revocation Received

Maurice Rose, *et al*, applicants, Consolidated Aviation Fueling and Services Limited, Montreal, Que., respondent, and the International Association of Machinists, respondent. The application was for revocation of certification issued by the Board on July 12, 1961 to the International Association of Machinists in respect of a unit of fueling service employees of the Consolidated Aviation Fueling & Services Limited at the Montreal International Airport, Dorval, Que. (L.G., Sept., p. 913).

### Applications for Certification Withdrawn

1. International Association of Machinists, applicant, Trans-Canada Air Lines, respondent (planners at Overhaul Base, Montreal Airport) (L.G., Sept., p. 916).

2. International Longshoremen's and Warehousemen's Union, Local 502, applicant, and Overseas Transport Co. Ltd., New Westminster, B.C., respondent (L.G., Oct., p. 1037).

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## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Gill Interprovincial Lines Limited, Vancouver, and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

2. Sabre Freight Lines Limited (Burnaby, B.C., terminal) and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

3. Canadian National Railways, Port of North Sydney, N.S., and Local 1259 of the

International Longshoremen's Association (Conciliation Officers: H. R. Pettigrove and D. T. Cochrane).

4. Trans-Canada Air Lines, Montreal, and Canadian Air Line Pilots Association (Conciliation Officer: Rémi Duquette).

### Settlements Reported by Conciliation Officers

1. Canadian Arsenals Limited (Gun Ammunition Division) Lindsay, Ont., and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. R. McRae) (L.G., Oct., p. 1040).

2. The Ogilvie Flour Mills Co., Limited, Winnipeg, and United Packinghouse Food and Allied Workers, Local 520 of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., Sept., p. 921).



## Conciliation Boards Appointed

1. Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of Canada (L.G., Aug., p. 797).

2. The Shipping Federation of Canada, Inc., Montreal, and Local 1657 of the International Longshoremen's Association (checkers and cargo repairmen) (L.G., Aug., p. 797).

3. Polymer Corporation Limited, Sarnia, Ont. and (1) Local 16-14 of the Oil, Chemical and Atomic Workers International Union and (2) Oil, Chemical and Atomic Workers International Union (plant unit) (technicians) (L.G., Aug., p. 797).

4. Motor Transport Industrial Relations Bureau (representing certain companies within federal jurisdiction) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Sept., p. 921).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with a dispute between Polymer Corporation Limited, Sarnia, Ont. and (1) Local 16-14 of the Oil, Chemical and Atomic Workers International Union and (2) Oil, Chemical and Atomic Workers International Union (plant unit) (technicians) (see above) was fully constituted in September with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Harry Waisglass, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in September to deal with a dispute between Motor Transport Industrial Relations Bureau, Toronto, (representing certain companies within federal jurisdiction) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above) was fully constituted in September with the appointment of His Honour Judge H. C. Arrell, Hamilton, Ont., as Chairman. Judge Arrell was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Paul Siren, both of Toronto, who were previously appointed on the nomination of the companies and union, respectively.

3. The Board of Conciliation and Investigation established in August to deal with a dispute between Barnhill's Transfer Limited, Truro, N.S., and Locals 76 and

927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct., p. 1040) was fully constituted in September with the appointment of Magistrate Nathan Green, Halifax, N.S., as Chairman. Magistrate Green was appointed by the Minister on the joint recommendation of the other two members, Kenneth Matthews, Q.C., Truro, N.S., and John F. Simons, Saint John, N.B., who were previously appointed on the nomination of the company and union, respectively.

4. The Board of Conciliation and Investigation established in August to deal with a dispute between The Commercial Cable Company, *S.S. Cable Guardian*, and Seafarers' International Union of Canada, (unlicensed personnel) (licensed engineers) (L.G., Oct., p. 1040 and L.G., Aug., p. 797) was fully constituted in September with the appointment of G. D. LaViolette, Montreal, as Chairman. Mr. LaViolette was appointed by the Minister in the absence of a joint recommendation from the other two members, Errol K. McDougall, Q.C., and Jean G. Lariviere, both of Montreal, who were previously appointed on the nomination of the company and union, respectively. (This Conciliation Board was established in the first instance to deal with the dispute affecting the unlicensed personnel and the dispute affecting the licensed engineers has been referred to the same Board).

5. The Board of Conciliation and Investigation established in August to deal with a dispute between Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and Seafarers' International Union of Canada (L.G., Oct., p. 1040) was fully constituted in September with the appointment of G. D. LaViolette, Montreal, as Chairman. Mr. LaViolette was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Belanger, Quebec City, and Jean G. Lariviere, Montreal, who were previously appointed on the nomination of the company and union, respectively.

6. The Board of Conciliation and Investigation established in August to deal with a dispute between H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct., p. 1040) was fully constituted in September with the appointment of R. G. Geddes, Toronto, as Chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members,

(Continued on page 1175)

# LABOUR LAW

## Legal Decisions Affecting Labour

British Columbia Court of Appeal quashes Labour Relations Board's decision  
Newfoundland Supreme Court orders arbitration board to reconsider its decision  
Quebec court rules on the validity of 1960 amendments to Labour Relations Act

In British Columbia, the Court of Appeal ruled that the requirements of substantial justice were not observed when the Labour Relations Board denied a party affected by an adverse decision of the Board a fair opportunity to know and answer any relevant submission made by another party.

In Newfoundland, the Supreme Court, in proceedings under the Newfoundland Judicature Act, remitted an arbitration award for reconsideration on the ground that the award was bad on the face of it because the arbitration board, in its ruling, altered the terms of the collective agreement and also failed to deal with another matter submitted to it for consideration.

In Quebec, the Superior Court refused an application for a writ of prohibition and upheld the Labour Relations Board's decision reinstating an employee previously dismissed because of union activities. Also, the Court upheld the constitutional validity of the 1960 amendments to the Quebec Labour Relations Act.

### British Columbia Court of Appeal...

...quashes decision of Labour Relations Board on the ground of denial of substantial justice

On May 28, 1961, the British Columbia Court of Appeal allowed an appeal from a decision of the British Columbia Labour Relations Board and ruled that a statutory board such as the Labour Relations Board must act in accordance with the requirements of substantial justice. These requirements are not observed when the Board refuses to a party affected by an adverse decision of the Board a fair opportunity to know what is alleged against it and to correct or contradict any relevant statement advanced before the Board by another party.

Local 883 of the International Union of Operating Engineers applied for certification as a bargaining agent for the operating

engineers employed at ten named plants. On June 8, 1960, the Labour Relations Board held a hearing at which, besides Local 883, the International Woodworkers of America and Forest Industrial Relations Ltd. presented their arguments. The application of the Operating Engineers was opposed by the Woodworkers, with whom Forest Industrial Relations Ltd. was in agreement.

On June 20, the Board and the representatives of the parties concerned toured two of the plants concerned to appreciate better the practical implications of the dispute. On June 28, the Board informed the parties concerned that it was willing to accept further written representations regarding the Operating Engineers' application for certification.

The Woodworkers wrote in reply that their case had been fully presented at the hearing on June 8, and they had no further representations to make to the Board; they then added: "If the hearings are to be reopened for the presentation of further evidence, we would appreciate being informed."

Forest Industrial Relations Ltd. wrote to the Board stating that it had completed its presentation at the hearing of June 8, and added: "However, should further representations be made by any of the other interested parties, particularly the applicant union, we definitely would want the opportunity of reply and rebuttal to such further representations."

The Operating Engineers, the union that originally applied for certification, sent "further representations" to the Board in writing. The Board mailed copies of these representations to other parties, but without notifying the Operating Engineers. In return, both the Woodworkers and Forest Industrial Relations Ltd. sent extensive representations and comments to the Board.

Neither of these two written representations were communicated to the Operating

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



Engineers union and the local had no opportunity of answering them. In fact, it learned that such representations were made only some time after the Board had made its decision of July 28, refusing its application to be certified as bargaining agent for the operating engineers employed by the ten named corporations.

Mr. Justice O'Halloran, in his reasons for judgment, noted that the Board departed from the procedure it had laid down in its letter of June 28. Moreover, in his opinion, this was done in a manner prejudicial to the applying union and helpful to the two other parties concerned. The trial judge refused *certiorari* on the ground that no substantial prejudice had occurred. In the opinion of Mr. Justice O'Halloran, however, the Operating Engineers were deprived of the opportunity to reply to further representations made by the other parties and thus the principles laid down by the House of Lords in *Board of Education v. Rice* (1911) A.C. 172, and by the Supreme Court of Canada in *Bonanza Creek Hydraulic Concession v. The King* (1908), 40 S.C.R. 281, and in other decisions were not complied with. The essential of those leading decisions has been that an inquiry and decision by a statutory board such as the Labour Relations Board must comply with the requirements of substantial justice and that these requirements are not observed if the Board reaches a decision adverse to the claimant without first giving the claimant a fair opportunity, not only to know what is alleged against him, but also to correct or contradict any relevant statement prejudicial to his claim.

Counsel for the Woodworkers, Forest Industrial Relations Ltd., and the Board argued that the further representations made to the Board by the Woodworkers and Forest Industrial Relations Ltd. were simply repetition or "re-hash" of what they had already put before the Board at the hearing on June 8. Mr. Justice O'Halloran did not accept that submission. He agreed with the Engineers' counsel that, although no new facts had been put forward by the other parties, nevertheless those facts were dressed up and assembled in a much more rational and telling manner than when presented to the Board in the first place at the hearing on June 8; that by reason of what the Board saw on its tour on June 20, the newly dressed-up arguments and submissions acquired fresh vitality and could be expected to carry greater weight before the Board than the arguments submitted at the hearing on June 8.

Further, counsel submitted that, even if the additional representations contained nothing new, nevertheless the Board's conduct violated an essential of justice in that the Board had not informed the Operating Engineers that such stronger representations were being received and, as a result, the Operating Engineers were deprived of any opportunity to answer.

Counsel for the Operating Engineers also relied on the principle that justice must not only be done, but must also seem to be done (*The King v. Essex Justices* (1927) 2 K.B. 475). The failure to give the Operating Engineers any opportunity to reply to submissions which were intended to influence the Board in a manner prejudicial to that union was in itself an injustice.

Counsel for other parties claimed that what the Board had done in the case at bar was in compliance with Section 62 (8) of the Labour Relations Act. Mr. Justice O'Halloran noted that Section 62 (8), while providing that "the Board shall determine its own procedure," also says that the Board "shall in every case give an opportunity to all interested parties to present evidence and make representation." Therefore, this subsection must be construed as including the principles laid down in the *Board of Education v. Rice* and in other decisions. In the case at bar, according to Mr. Justice O'Halloran, the Board broke its own rules as laid down in its letter of June 28 and broke them in a manner favourable to the Woodworkers and prejudicial to the Operating Engineers.

Further, Mr. Justice O'Halloran stated that the Board's conduct of the hearing was not to be judged by the more stringent rules of a trial in a law court; however, any fair debate or hearing before the Board must be conducted in an orderly, intelligent and fair manner by acceptance of some well-known rules of order, which may be called the "ground rules".

For example, in a debate or hearing before the Board, the affirmative leads off and is required to support his case by affirmative arguments. Then those upholding the negative have an opportunity to answer those affirmative arguments by what they believe to be a destructive analysis of the affirmative's submissions and also by new arguments. Then, continued Mr. Justice O'Halloran, the affirmative, which commenced the debate, has a reply to what has been advanced by those upholding the negative. That reply is limited, however, by two general rules: (a) that the affirmative shall not then engage in repetition of what he said in his opening; and (b) he cannot

formulate new arguments he had failed to make in his opening and which the negative would not have an opportunity of considering or answering.

In the case at bar, the "ground rules" had been set out by the Board in its letter of June 28. The Operating Engineers' union was allowed to present "further representations" arising out of the practices in industry as the Board observed them in its tour of the plants, and in doing so, that union was in the position of the affirmative. The Woodworkers' union and Forest Industrial Relations Ltd. were in the position of the negative in replying to the affirmative arguments. Then the Operating Engineers, in all fairness, should have had a reply to the submissions of the negative, but the reply would have to be restricted in the manner outlined above. But the Operating Engineers were deprived of that reply and this was the reason for its objection to the decision of the Board.

The Court allowed the Operating Engineers' appeal, quashed the decision of the Board, and ruled that the union could apply again to the Board for a hearing in accordance with the Labour Relations Act, to be conducted fairly as indicated in Mr. Justice O'Halloran's judgment. *Re International Union of Operating Engineers, Local 882 and International Woodworkers of America and Forest Industrial Relations Ltd. et al* (1961), 28 D.L.R. (2d), Part 3, p. 249.

### Supreme Court of Newfoundland...

...remits arbitration award to arbitrators for reconsideration as it altered terms of agreement

On May 25, 1961, Chief Justice Furlong of the Newfoundland Supreme Court remitted a labour arbitration award to the arbitration board for reconsideration on the grounds that the board in its award altered the terms of the collective agreement by requiring the employer to comply with a provision for overtime pay only from the date of the occurrence of the breach, and on the grounds that the board failed to deal with another matter submitted for its consideration.

Local 855 of the Transport and Allied Workers Union was a certified bargaining agent for employees of the Royle Excavating Company Limited, with which it had a collective agreement.

There were differences between the company and its employees and the union decided, in accordance with the collective agreement, to submit these differences to arbitration. An arbitration board was constituted.

In its brief to the board the union claimed that there had been breaches of the collective agreement, specifically, those sections dealing with overtime pay, check-off of union dues, and the payment of vacation pay.

In its report filed on February 16, 1961, the board found that there was an effective agreement between the union and the company; that there had been a breach of the agreement by the company in failing to pay overtime subsequent to July 1960; that the company discontinued the check-off of union dues subsequent to July 1960; and that the first written protest from the union to the company was dated October 13, 1960. The board recommended that overtime be paid retroactive to October 1960; that the check-off of union dues be collected retroactively and the money paid promptly to the union; that the union be more prompt and energetic in policing its contract with the employer; and that all agreements be in writing.

Following the award, the union applied to the court, under the provisions of Section 209 of the Newfoundland Judicature Act, to have the award remitted to the arbitrators for their reconsideration on the ground that the arbitrators were wrong in law in recommending that the retroactive date for payment of overtime be an arbitrary date in October 1960, rather than the date of the breach. The union claimed that this was in fact adding a new term to the collective agreement. Further, the union claimed that the board failed to deal with the non-payment of vacation pay.

Chief Justice Furlong, in his reasons for judgment, noted that the statutory powers conferred on the Court by Section 209 of the Judicature Act were discretionary. These powers are identical to the powers given to the English courts by a similar Act. In *Montgomery, Jones & Co. v. Liebenenthal & Co.* (1898), 78 L.T. 406, four grounds for remission of an award to arbitrators for reconsideration were stated, namely, (1) where the award is bad on the face of it; (2) where there has been an admitted mistake and the arbitrator himself asks that the matter be remitted; (3) where there has been misconduct on the part of the arbitrator, and (4) where additional evidence has been discovered after making the award.

Further, Chief Justice Furlong noted that these four grounds as stated did not derogate from the exercise of judicial discretion, but were intended to serve as guides in the exercise by the Court of this discretion.



After having considered the application at bar, Chief Justice Furlong ordered the remission of the award on the ground that the award was bad on the face of it. The award assigned a date for the retroactive payment of overtime as being October 1960, a date selected because it was the date of the first written protest by the union to the company. But, the Chief Justice added, there was nothing in the collective agreement that said that a breach of the agreement should be taken as beginning only when the employer's attention was drawn to it. The agreement clearly implied that a breach begins on the date of its first occurrence. Thus, to assign a new meaning to the section governing payment for overtime amounted to bringing into the agreement a new term. This, according to Chief Justice Furlong, was contrary to the terms of the agreement, which provided in Section 9.07 that "such a Board shall not have power by its decision to alter, amend, or add to terms of this agreement." The ruling of the board regarding payment for overtime was to the effect that the company had failed to pay for overtime, but as the union delayed its formal protest for several months, the company was obliged to pay overtime from the date of such protest. This, in Chief Justice Furlong's opinion, was clearly an amendment of the agreement and the board's recommendation, if acted upon, would add a further clause to it. This was forbidden and therefore it rendered the award bad on the face of it.

Also, the arbitrators failed to deal with the union's submission that the company did not comply with its obligations under the agreement regarding vacation pay. Chief Justice Furlong was of the opinion that this omission also made the report bad on the face of it and should be remedied and the board should deal with this matter.

In conclusion, the Court remitted to the arbitrators the award for reconsideration of the date from which overtime pay should be paid and whether or not there was any entitlement to vacation pay. *Daley et al. v. Royle Excavating Co. Ltd. et al.*, (1961), 28 D.L.R. (2d), Part 7, p. 514.

### Quebec Superior Court...

...upholds constitutional validity of the 1960 amendments to the Quebec Labour Relations Act

On January 24, 1961, Mr. Justice Deslauriers rejected an application for a writ of prohibition and upheld the decision of the Quebec Labour Relations Board ordering an employer to reinstate an employee who was apparently dismissed for union activities.

In this connection, the Court ruled that the 1960 amendments to the Labour Relations Act (Sections 21a to 21e) dealing with reinstatement and indemnity for employees dismissed for union activities were constitutionally valid.

In July 1960, Lagrenade Shoe Manufacturing Company Limited dismissed one of its employees, who applied immediately to the Labour Relations Board for reinstatement, according to Sections 21a to 21e of the Labour Relations Act. Section 21 protects the right of employees to belong to a trade union. Sections 21a to 21e, which were added to the Act in December 1959 and which came into force in January 1960, deal with the procedure before the Labour Relations Board leading to reinstatement with indemnity for loss of earnings of employees dismissed in contravention of Section 21.

The Board held an inquiry regarding the complaint and the company had an opportunity to make representations. On September 23, 1960, the Board ordered the company to reinstate the employee in question. The company then applied to the Court for a writ of prohibition.

Mr. Justice Deslauriers, in his reasons for judgment, noted that a writ of prohibition is issued by a court when a lower tribunal has exceeded its jurisdiction. A complaint in this respect should have been presented by the company at the time the Board was conducting the inquiry and hearing representations. But at that time the company had no objection as to the jurisdiction of the Board in the case at bar. Therefore, in the opinion of Mr. Justice Deslauriers, once the decision of the Board was rendered it was too late to apply for a writ of prohibition.

In those circumstances, the company's request looked rather like an application for an injunction to prohibit the execution of the Board's decision and to prevent any tribunal from enforcing such order. Such a request, in Mr. Justice Deslauriers' opinion, was illegal and prohibited by Section 958, para. 1, of the Code of Civil Procedure, which provides that an injunction cannot be granted to restrain proceedings at law, except in a matter pending before the court. In the case at bar, the matter was no longer pending, since the Board had rendered its decision.

Further, the company claimed that Sections 21a to 21e of the Act were unconstitutional because these new provisions granted to the Board authority to decide matters referring to the contract of hiring of work or services, which powers are

vested in the Superior Court. Mr. Justice Deslauriers rejected this submission. In his opinion, these new provisions did not apply to the contract of services as such which the dismissed employee would have to perform for the company. If the employee failed to perform his work satisfactorily, or for any other reason except union activities, the company could dismiss him and the Board could not interfere.

The 1960 amendments to the Act deal with a problem connected with trade unionism. Labour legislation is of fairly recent origin as it appeared only at the beginning of this century. The problem of trade unionism as such did not exist in 1867 when the B.N.A. Act was adopted. Therefore, the jurisdiction regarding trade union matters was not a part of the original jurisdiction of the Superior Court. When the Legislature later entrusted the Labour Relations Board with jurisdiction in labour matters, it could not be said that the Legislature was transferring to the Board the jurisdiction which, in 1867, was entrusted to the Superior Court. Consequently, by adopting Sections 21a to 21e, the legislator did not

deprive the Superior Court of any jurisdiction for the benefit of the Labour Relations Board and these amendments were constitutionally valid.

In the case under review, Mr. Justice Deslauriers held that the Board did not exceed its jurisdiction and, consequently, the company's request for the writ of prohibition should be refused. Another reason for such refusal was that, when the application for a writ of prohibition was made, the Board had finished its inquiry and rendered its decision. As to the conduct of the Board's inquiry, the rights and essential freedoms of the company were respected. Finally, the evidence presented to the Court did not reveal anything that would prevent the Court from applying Section 41a of the Act, which says that the decisions of the Board shall be without appeal and cannot be challenged by the prerogative writs such as prohibition, injunction or *certiorari*. *Lagrenade Shoe Manufacturing Limited v. Commission de Relations Ouvrieres de la Province de Quebec et autres*, (1961) R.J. (C.S.) Nos. 5 and 6, p. 305.

## Recent Regulations under Provincial Legislation

Set out additional safety rules under British Columbia Petroleum and Natural Gas Act; main ones concern rig licences, blowout prevention, fire precautions

In British Columbia, new regulations governing gas and oil wells set out new requirements with respect to rig licences, blowout prevention and fire prevention.

### British Columbia Factories Act

A proclamation gazetted September 21 declared Monday, October 9, a public holiday for purposes of section 40 of the British Columbia Factories Act. This meant that, with some exceptions, all factories in the province had to remain closed on Thanksgiving Day and no person could be employed upon the premises except with the permission of an inspector.

### British Columbia Petroleum and Natural Gas Act

In British Columbia, B.C. Regulation 138/61 governing the drilling of wells and the production and conservation of oil and natural gas has been issued under the Petroleum and Natural Gas Act, 1954. Gazetted August 24, it replaces B.C. Reg. 33/58, as amended by 210/60, 12/61 and 13/61.

The main changes relating to safety in the new regulations concern rig licences,

blowout prevention and fire precautions.

A drilling rig or service rig may not now be operated unless a rig licence has been issued by the Chief of the Petroleum and Natural Gas Branch of the Department of Mines and Petroleum Resources. This licence, which must be renewed annually, is subject to cancellation if the rig is so operated that it endangers oil, natural gas or water-bearing formations, or life or property.

A new provision now requires each person employed on a rig to understand and be able to operate blowout prevention equipment. New employees must be trained to operate this equipment as soon as practicable.

The regulations, as formerly, forbid smoking within 100 feet of any receptacle used for storage, measurement or separation of oil or natural gas products, or within 75 feet of any well drilling below the shoe of the surface casing. The regulations now state, however, that the operator's failure to enforce this prohibition is a contravention of the regulations.

(Continued on page 1160)



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Claimants for benefit at end of August number 10 per cent fewer than at end of July and almost 20 per cent fewer than at end of August 1960, statistics\* show Total of initial and renewal claims also lower than month and year earlier

Claimants† for benefit on August 31 numbered 229,300. This was 10 per cent fewer than the July 31 total of 255,278 and almost 20 per cent below the total of 280,200 on August 31, 1960.

Both males and females contributed to the decline, and the proportion of males remained constant at 66 per cent for the three periods mentioned.

Initial and renewal claims for benefit in August amounted to 121,200, a total about 4 per cent below the 126,200 claims filed in July and 20 per cent smaller than the total of 149,600 in August a year earlier.

The average weekly number of beneficiaries in August was estimated at 186,600, compared with 191,000 in July and 210,900 in August 1960.

Benefit payments totalled \$18.9 million during August, \$18.6 million during July, and \$21.4 million during August 1960.

The average weekly benefit payment was \$22.98 in August, \$23.13 in July and \$22.01 in August 1960.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August show that insurance books or contribution cards had been issued to 4,569,683 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1961.

At August 31 employers registered numbered 332,696, an increase of 438 since July 31.

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

### Enforcement Statistics

During August, 8,884 investigations were conducted by enforcement officers across Canada. Of these, 5,897 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 135 were miscellaneous investigations. The remaining 2,852 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 220 cases, 89 against employers and 131 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,455.\*

### Unemployment Insurance Fund

Revenue received in August totalled \$28,939,859.40 compared with \$29,052,187.30 in July and \$28,320,628.14 in August 1960.

Benefits paid in August totalled \$18,865,698.04 compared with \$18,550,592.50 in July and \$21,356,560.34 in August 1960.

The balance in the Fund on August 31 was \$130,846,070.49; on July 31 it was \$120,771,909.13 and on August 31, 1960 it was \$313,327,657.04.

\*These do not necessarily relate to the investigations conducted during this period.

# Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1871, September 6, 1961

**Summary of the Main Facts:** The claimant filed an initial application for benefit at the National Employment Office in Yorkton, Sask., on November 7, 1960. He applied also for the dependency rate of benefit in respect of his 19-year-old daughter, who was in training at the St. Paul's Hospital School of Nursing, Saskatoon, Sask., stating:

I have always supported my daughter. Now she is training for a nurse and only receives \$8 allowance per month. I send her about \$25 per month for clothing and spending money and books. Whenever she wants to come home I send her money for bus fare.

On December 6, 1960, the insurance officer notified the claimant that on the information presented he was not entitled to the dependency rate of benefit because, in his opinion, the claimant had not proved that he was wholly or mainly maintaining the person for whom he claimed the dependency rate (sections 47 (3) of the Act and 168 of the Regulations).

From this decision the claimant appealed to a board of referees. He stated that he was wholly supporting his daughter while she was a nurse-in-training; that the hospital gave her board and lodging plus \$8 a month for spending money and that he had to pay for her uniforms, her clothing, her tuition fee and all her books. The local office commented that the claimant produced receipts showing that he was sending her between \$20 and \$50 a month.

Upon request for further information by the insurance officer, the local office reported a telephone conversation that took place on December 14, 1960, in the course of which the claimant said that he had paid \$100 for books at the beginning of the year; that the value of board and lodging would be approximately \$45 to \$50 a month; that he would not volunteer any more information and that he would be satisfied with the single rate of benefit "if it means so much trouble."

The claimant was neither present nor represented at the hearing of his case by a board of referees in Saskatoon on January 13, 1961. The board allowed the appeal. Its decision reads in part:

...The board rules that, while it would like to have had more definite figures as to the exact amount paid out by the claimant for his daughter, he appears to be paying, on the whole, more than the value of the board and

room and pocket money contributed by the hospital, which would render the daughter mainly dependent on him and he would, therefore, be entitled to the dependency rate of benefit.

The board feels very strongly that the contributions that the parents make in helping their daughters to become nurses, consisting of provision of usual clothing as well as uniforms and special shoes, books, and other numerous small expenses which invariably arise, are together more than the cost of the board and pocket money supplied by the hospital.

In response to the following questionnaire from the Commission's local office, dated February 16, 1961, the Director of the St. Paul's School of Nursing submitted the following answers on February 20, 1961:

Did this claimant, for his daughter, pay a tuition fee and, if so, of what amount?

*No tuition fee is paid at our School of Nursing.*

What would be the value of the books which would have to be purchased to enable the claimant's daughter pursue her training as a nurse?

*One hundred dollars.*

What is the amount of the monthly cash allowance paid by the hospital to student nurses, and to this claimant's daughter in particular?

*Eight dollars per month.*

What would be the value, at Saskatoon rates, of the room and board provided to student nurses?

*Forty dollars.*

What, if any, extra benefits are provided the student nurses while in training, for example, value of tuition, medical or dental care, etc.

*Free medical care is provided.*

From the decision of the board of referees, the insurance officer appealed to the Umpire and stated:

Unlike the facts in CUB 372, the absence of the alleged dependant from her father's home is not temporary. The claimant's daughter is a student nurse who resides in quarters provided by the hospital and the claimant does not contribute towards the upkeep of these quarters. It is therefore submitted that the claimant is not a person who meets the requirements of subsection (iv) of section 47 (3) (a) of the Act, as he does not support his daughter wholly or mainly in a self-contained domestic establishment as defined in Regulation 168 (1) (a).

In the alternative, it is submitted that the claimant's daughter is not a dependant within the meaning of Regulation 168 (2), which provides that a person claimed as a dependant under section 47 (3) (a) (iv) of the Act, who has any income in excess of \$14 per week from any source, shall not be considered as



being wholly or mainly maintained by the claimant or as being dependent on the claimant. It is submitted that it is not consistent that the alleged dependant, who is in receipt of compensation for work performed, which includes tuition, room, board, a nominal wage and medical care, all of which may be considered as earned income, may be deemed to be a dependant within the meaning of section 47 (3) (a) (iv) of the Act and Regulations 168 (1) (a) and (b) and 168 (2).

It is respectfully submitted, therefore, that the board of referees erred in its assessment of the evidence and that its decision should be set aside.

**Considerations and Conclusions:** So far as is material, section 47 (3) of the Act reads:

For the purpose of this section,

(a) person with a dependant is...

(iii) a person who maintains wholly or mainly one or more children under the age of sixteen years, and

(iv) a person who maintains a self-contained domestic establishment and supports therein, wholly or mainly, a person connected with him by blood relationship; marriage or adoption...

The record shows that the person in respect of whom the claimant has requested the dependency rate of benefit is his child, but as that child is not under the age of 16 years, the above quoted sub-paragraph (iii) does not apply.

The record shows also that the claimant's daughter is a person "connected with him by blood relationship" within the meaning of paragraph (b) of Regulation 168 (1), but that he does not support her in a self-contained domestic establishment as defined in and required by paragraph (a) of the said Regulation.

In view of the foregoing, I consider that the claimant has failed to prove that he was a "person with a dependant" within the meaning of that expression in section 47 (3) of the Act and I consequently decide to allow the insurance officer's appeal.

**Decision CUB-1876, September 12, 1961**

**Summary of the Main Facts:** The claimant, a married man residing in Richibucto, N.B., filed a renewal application for benefit at the National Employment Office in Moncton, N.B., on December 19, 1960, and was registered for employment as a truck driver. He had worked for a general contractor of Dorval, Que., as a barrack orderly at Frobisher Bay, N.W.T., from September 3, 1960 to December 17, 1960, when he was "Discharged—Reduction in force." His rate of pay was \$350 a month.

On April 17, 1961, the Moncton local office of the Unemployment Insurance Commission notified the claimant of an offer of employment as a kitchen helper at Hope-

dale, Labrador, with the same employer at a wage of \$300 a month, which was in accordance with the prevailing rate of pay in the district for that type of work. The employment was of nine months' duration and the hours of work were eight a day and 48 a week, day work. Transportation to the place of employment was by air and the cost thereof was to be paid by the employer. The claimant refused to apply for the job mainly because he wanted employment in his trade.

The insurance officer notified the claimant by letter, on April 19, 1961, that he was disqualified and that benefit was suspended from April 16, 1961 to May 27, 1961, inclusive, on the ground that the claimant had, without good cause, refused to apply for a situation in suitable employment (section 59 (1) (a) of the Act).

The claimant appealed to a board of referees on April 21, 1961, and stated:

... (1) I am registered at the Unemployment Office as an Operator or Truck Driver; (2) I hired on last September with the A..... Co., as an orderly because I couldn't find any other job.

When I got to Frobisher Bay, I was used as a Kitchen Helper. This type of work is not for me, but as it was only for 3½ months, I stayed on till my job expired; and as for me to hire on now as a Kitchen Helper for 9 months would not be fair to the A..... Co., because I don't believe in hiring on for 9 months and stay two.

My main reason for refusing A.....'s call is that I want back at my own trade. If the A..... Co. offer me an operator's job or truck driver, I am ready and available now.

Disqualification of my insurance benefit is nothing less than a grave injustice.

A board of referees heard the case in Moncton on May 4, 1961. The claimant was present at the hearing. The board, by a majority decision, dismissed the appeal and maintained the disqualification imposed by the insurance officer. The decision reads in part:

... It will be admitted that he endeavoured to procure work in his usual occupation as he wrote the company concerned but did not receive any reply to his request. It will be admitted that the employment offered was somewhat different than his usual occupation but this feature has been outweighed by the fact that he has been unemployed for 4 months for which period he has been unsuccessful in obtaining work and as he is well qualified for the work, he should have given it a fair trial before refusing same...

Furthermore the refusal appears to be of a personal nature as he has admitted no extenuating circumstances exist in his case. Therefore in accordance with the act the employment offered must be considered suitable...

The dissenting member of the board of referees stated:

... He presented himself to the Board to offer testimony in his appeal and I could not help but be impressed with the fact that this offered

employment was totally unsuited to this person. He is obviously a man who has worked his entire life doing manual labour out of doors by choice. He has worked as a dishwasher and kitchen helper for this firm for 3½ months. After being laid off he wrote the company requesting employment in this area as a truck driver or roller operator and has demonstrated to my satisfaction his sincerity in attending to obtain employment. I feel that requesting this man to sign a contract compelling him to do menial chores in the kitchen is somewhat akin to offering a lay preacher employment as a bouncer in a saloon... I would ask for any consideration of the Commission's decision to disqualify him for further benefits.

The claimant appealed to the Umpire on substantially the same grounds as those contained in his appeal to the board of referees.

In a later undated letter for the attention of the Umpire, the claimant stated:

... Mr. X..... [an official of the Moncton local office] states that employment was suitable. I consider 3½ months a fair trial on any job. Mr. X..... also states it is an eight-hour day and 48-hour week, which is not correct. A kitchen helper works on Sunday, which makes a 56-hour week. Men employed in Frobisher Bay and Labrador would hardly be expected to go home for the weekend, therefore they also need to be fed on Sunday.

The rate of pay clearly states \$300 per month—no mention of \$2 per day board—less \$40 per month plane fare until \$200 are kept off the employee in case he breaks his contract.

Also have to pay UIC and income tax reduction on \$300—I wouldn't clear \$100 every two weeks. I wish to bring to your attention that my occupation is neither barracks orderly or kitchen helper and... I never signed on with Mr. A..... as a kitchen helper...

He enclosed with the said letter a copy of the employment agreement which he entered into with Mr. A..... on September 1, 1960. His classification was shown therein as "orderly" and his salary as \$350 a month.

**Considerations and Conclusions:** The record shows, among other things, that the claimant is a married man, that the employment which was notified to him was not in his usual occupation, that it was situated at a considerable distance from his home and that it was of nine months' duration.

In view of the foregoing and also after taking into account the claimant's sincerity in attempting to secure employment, which was acknowledged by the board of referees, I consider that a period of unemployment of four months did not, in the claimant's circumstances, constitute a "reasonable interval" within the meaning, intent and purpose of subsection (3) of section 59 of the Act.

For the above reasons, I decide to allow the claimant's appeal.

## Recent Regulations

*(Continued from page 1166)*

New measures are introduced to prevent fires caused by electricity. In this respect, instruments requiring electrical power may not now be located where there may be ignitable vapours, except with the approval of the Electrical Inspector of the Department of Mines and Petroleum Resources. New requirements are also set out in connection with the grounding of equipment. Other new electrical provisions relate to pump installations, precautions concerning electrical wiring and equipment located in hazardous areas, and electrical apparatus and equipment used for well-site cabins and trailers.

## Saskatchewan Trade Schools Regulation Act

An amendment to the general regulations under the Saskatchewan Trade Schools Regulation Act approved by O.C. 1567/61 was gazetted September 5.

The general regulations provide that no person may sell any course of instruction unless he holds a subsisting licence under the Act as a salesman of a registered keeper or operator of a trade school and the keeper or operator is registered.

The amendment states that this regulation does not apply with respect to courses of instruction operated by or under the direction of the Universities of Alberta, British Columbia, Saskatchewan and Manitoba, provided the Minister of Education had been furnished with evidence that the courses are so operated.



# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during September Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 213 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 250 contracts in these categories was awarded. Particulars of these contracts appear below. In addition 149 contracts not listed in this report and which contained the general fair wages clause were awarded by the Department of Defence Production and the Department of Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	140	\$915,001.00
Post Office .....	1	4,835.00
R.C.M.P. ....	13	20,166.40

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during September

During September the sum of \$36,327.86 was collected from 16 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 586 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Ottawa Ont:* J R Stathan Construction Ltd, conversion of DOT Monitoring Station to Apiary Bldg, CEF. *Carnduff Sask:* Pidskalney & Paulsen Construction Ltd, construction of earthfill dam on Antler Creek.

### Central Mortgage and Housing Corporation

*Gander Nfld:* Peyton's Flower Shop, \*fertilizing; Griffin Construction Co, \*repairs to driveways. *Amherst N S:* Eldon A Hawboldt, \*exterior painting of 21 units, Project 4/48. *Clinton Ont:* Henry T Young, \* installation of drain (FP 1/58). *London Ont:* Cardinal Painting & Decorating, \*exterior painting of houses (Vets 1, 2, 3 & 4 & HECL "A"). *Toronto Ont:* John Blackhall & Sons Ltd, \*installation of washroom plumbing & renovation at 203 Sackville Green (FP 1/53). *Pinawa Man:* Ziyone Construction Co, clearing at AECL townsite; Harper Construction Co, construction of lift station, force main & sewage lagoon at AECL townsite. *North Battleford Sask:* C M Miners Construction Co, \*concrete work (3/48).

### Department of Citizenship and Immigration

*Eskasoni Indian Agency N S:* James A Landry, drilling of ten wells, Middle River Reserve. *Kenora Indian Agency Ont:* Jack H Edwards Diamond Drilling Ltd, construction of road, Grassy Narrows IR No 21; A Penner & Sons, construction of school, staff residence & power plant bldg, Ojibbewas (Shoal Lake), Ont IR Nos 39 & 40. *Island Lake Indian Agency Man:* Keewatin Electric Ltd, supply & installation of diesel electric generating set, Island Lake. *Battleford Indian Agency Sask:* E S Michels Lumber Co, construction of one classroom school & two-bedroom staff residence, Mosquito-Stony Indian day school; H S Stewart & Son Ltd, road construction, Onion Lake IR. *Touchwood Indian Agency Sask:* Botting & Dent Ltd, installation of plumbing, heating & sewage disposal facilities, Nut Lake, IDS. *Athabasca Indian Agency Alta:* Yukon Construction Co Ltd, renovations & alterations to agency office, Fort Chipewyan. *Blackfoot Indian Agency Alta:* Guy S Pomerleau, road construction, Blackfoot IR. *Edmonton Indian Agency Alta:* Albrecht Construction Ltd, road construction, Janvier IR; Albrecht Bros, road construction, Wabanum Reserves No 133A & 133B. *Peigan Indian Agency Alta:* W A Cook & Sons, road construction, Peigan IR. *Saddle Lake Indian Agency Alta:* Genereux Building Supplies Ltd, reconstruction of washrooms, Blue Quill's IRS, near St Paul. *Stony Sarcee Indian Agency Alta:* George Williams Construction Ltd, reconstruction of road, Sunchild Cree & O'Chiese Reserves. *Fort St John Indian Agency B C:* Paul Kinderwater, construction of school, Halfway River Reserve; Thompson Construction Co Ltd, construction of school, residence & power house, Prophet River Reserve. *Stuart Lake Indian Agency B C:* Ocean Park Plumbing & Heating Ltd, repairs & improvements, Lejac IRS.



## Defence Construction (1951) Limited

*Summerside P E I:* Curran & Briggs Ltd, extension to taxiway & taxiway lighting, RCAF Station. *Cornwallis N S:* Acadia Construction Ltd, pavement repairs & application of seal coat, HMCS *Cornwallis*. *Dartmouth N S:* Cardinal Painting & Decorating Co Ltd, exterior painting of housing units, RCN Air Station Shearwater. *Greenwood N S:* International Water Supply Ltd, \*test drilling program for development of well, RCAF Station. *Halifax N S:* Municipal Spraying & Contracting Ltd, repair & sealcoat asphalt pavement, Shannon Park; A L Parelman Ltd, renewal of roofing & flashings on four bldgs, HMC Dockyard; Cambrian Construction Ltd, construction of electronics workshop, HMC Dockyard; Cameron Contracting Ltd, construction of Chiefs' & Petty Officers' block, HMCS *Stadacona*. *Shearwater N S:* Municipal Spraying & Contracting Ltd, re-paving of Station & PMQ roads, RCN Air Station; Trynor Construction Co Ltd, surfacing of roads & parking areas, RCN Air Station. *Sydney N S:* Municipal Ready-Mix Ltd, repairing & sealcoating asphalt pavement, Point Edward Naval Base, *Camp Gagetown N B:* Atlas Construction Co Ltd, construction of water treatment plant & services. *Bouchard Que:* Bau-Val Inc, backfill, topsoil & seeding for sewage lagoons. *Hull & environs Que:* Black & McDonald Ltd, warning siren installations. *St Hubert Que:* Richard & B A Ryan (1958) Ltd, erection & finishing of steel bldg, RCAF Station. *Barriefield Ont:* Horton Steel Works Ltd, supply & erection of elevated water storage tank, Camp. *Ottawa & environs Ont:* Black & McDonald Ltd, warning siren installations. *Rockcliffe Ont:* Burnley Contracting Co Ltd, exterior painting of various bldgs, RCAF Station. *Shirley Bay Ont:* Able Construction Co Ltd, cafeteria extension. *Toronto Ont:* Wembley Construction Co Ltd, construction of library addition to RCAF Staff College Bldg, Curtis Hall. *Trenton Ont:* Miron-Lassing & Associates Ltd, construction of fire hall, RCAF Station; Carson Electric Co, construction of outdoor sub-station, RCAF Station. *Winnipeg Man:* Simkin's Construction Co Ltd, road replacement, RCAF Station. *Ralston Alta:* Stevenson & Tredway Ltd, construction of power line, Suffield Experimental Station. *Colwood B C:* Heath Painting & Decorating, interior fire retardant coating, Belmont Park. *Comox B C:* Miller Cartage & Contracting Ltd, construction of extension to runway & rebuilding of hangar apron, RCAF Station. *Esquimalt B C:* M P Paine Co, construction of storage addition to Pacific Naval Laboratory; Helge Harvest Painting Co Ltd, exterior painting of (Nelles Block), Bldg No 34, HMCS *Naden*. *Various locations:* Twelve contracts in restricted category.

## Building and Maintenance

*Goose Bay Labrador:* Harry Linde, exterior painting of 50 PMQs & three metal bldgs. *Debert N S:* Fosco Contracting Services Ltd, re-roofing of bldg 4A. *Camp Gagetown N B:* Conniston Construction Co Ltd, brush control (ground spray), training area; Cowan Construction Co, construction of terminal equipment bldg & mobile power unit shelter. *Montreal Que:* Langsner-Fuhrer Inc, alterations to heating system, 1179 Bleury St. *Ste Foy Que:* Cara Development Corporation Ltd, exterior painting of 200 PMQs. *Valcartier Que:* Cara Development Corporation Ltd, exterior painting of 142 PMQs; Cara Development Corporation Ltd, exterior painting of row housing, Camp. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, interior & exterior painting of 52 PMQs, RCAF Station. *Clinton Ont:* Joseph Downey & Son, exterior painting of various bldgs, RCAF Station. *North Bay Ont:* Malach Roofing & Flooring Ltd, re-roofing two hangars, RCAF Station. *Oshawa, Whitby, Ajax & Pickering Ont:* Black & McDonald Ltd, installation of warning sirens. *Petawawa Ont:* Walker Painting & Decorating Co Ltd, exterior painting of 74 bldgs, Camp. *Sault Ste Marie Ont:* Earl Ault Ltd, refinishing exterior walls of Armoury. *Trenton Ont:* Joseph Downey & Son, exterior painting & cleaning of various bldgs, RCAF Station. *Portage la Prairie Man:* Maple Leaf Construction Ltd, paving of parking areas. *Shilo Man:* Maple Leaf Construction Ltd, partial paving of Douglas Road. *Calgary Alta:* Industrial Iron Works Ltd, supply & installation of chain link fence, Camp Sarcee; Taylor Decorating Ltd, exterior painting of 20 bldgs; Aksel B Rorbak Painting & Decorating, exterior painting of 12 bldgs. *Edmonton Alta:* Wicklund Construction Ltd, addition to dining hall, officers' mess; Paramount Electric (Alberta) Ltd, installation of 26 sirens & ancillary work. *Wainwright Alta:* Alph's Decorating Ltd, exterior painting of 46 bldgs, Camp. *Vancouver B C:* Helge Harvest Painting Co Ltd, exterior painting of 66 PMQ's.

## Department of Defence Production

*Goose Bay (Labr) Nfld:* Pitts-Drake, installation of electrically operated garage door, RCAF Station. *Dartmouth N S:* D A Cumming Ltd, renewal of tar & gravel roofs on three bldgs, RCN Armament Depot. *Eastern Passage N S:* Maritime Fence Erectors Ltd, supply & erection of chain link fence, Radio Station. *Camp Gagetown N B:* Leonard Roofers & Metal Workers, roof repairs; J L Simms & Sons, repairs to roofing & flashings, Bldg B6. *St Margarets N B:* Dominion Steel & Coal Corporation Ltd, removal of old fence & erection of chain link fence with gates, etc, RCAF Station. *St Stephen N B:* Irwin Plumbing & Heating Co Ltd, renovating heating system, Armoury. *Bagotville Que:* Central Power Line Construction, repairing power distribution system, RCAF Station. *Morin Heights Que:* Emilien Belanger, supply & installation of oil-fired heating units, RCAF Station, Lac St Denis; Common Construction Co Ltd, replacement of power poles, RCAF Station, Lac St Denis. *Quebec Que:* P Chas Grenier Inc, painting, St Malo Compound. *St Hubert Que:* Meunier Refrigeration Inc, repairs to curling rink equipment, RCAF Station. *Valcartier Que:* J A Y Bouchard Inc, conversion from coal to oil firing, Schools 17, 18 & 20; Robert Boulay, installation of steam heating in Bldg 52; Union Quarries & Paving Ltd, asphalt paving, CARDE. *Camp Borden Ont:* A Stroud Ltd, burying and re-insulating steam lines, RCAF Station; Varcoe Bros Ltd, asphalt slurry sealing to apron taxiways, RCAF Station. *Centralia Ont:* K Dudek, exterior painting of Bldg 62 & hangars 1 to 7 incl, RCAF Station. *Downsview Ont:* Warren Bituminous Paving Co Ltd, resurfacing station roads, RCAF Station. *Kingston Ont:* Quintal & England Ltd, installation of air conditioning &/or exhaust systems, RMC; Spada Tile Ltd, replacement of concrete sidewalks & curbs, RMC. *Peterborough Ont:* F H Rowan Co, reroofing of Armoury. *Toronto Ont:* J J Salt Ltd, exterior painting of several bldgs, RCAF Station, 1107 Ave Road. *Brandon Man:* Twin Cities Painting & Building Cleaning Co Ltd, exterior cleaning, repointing & waterproofing of brick & stonework on Armouries. *Rivers Man:* Zenith Paving Ltd, repair & resurfacing asphalt runway overshoot areas at CJATC. *North Battleford Sask:* C M Miners Construction Co Ltd, repairs to Armoury. *Calgary Alta:* Calgary Steel Building Sales Ltd, construction of extension to Bldg C-6, Sarcee Barracks. *Edmonton Alta:* Haddow & Maughan Ltd, repairs &/or replacement of casings on outside steam lines, Griesbach Barracks. *Penhold Alta:* S Cheetham & Sons Ltd, roof repairs to Bldgs 7 & 6, RCAF Station; F M Hayhoe & Son, roof repairs to Bldgs 12 & 14, RCAF Station. *Ralston Alta:* Standard Gravel & Surfacing of Canada Ltd, repairs to asphalt runways & taxistrip, Suffield Experimental Station. *Comox B C:* Cochrane Fuel & Trucking Ltd, paving asphalt road, RCAF Station; Harrison & Longland, repairs & alterations to several bldgs, etc, HMCS *Quadra*, Goose Spit. *Royal Roads & Colwood B C:* Old Country Industrial Contractors Ltd, interior & exterior painting. *Vernon B C:* Flor-Lay Services Ltd, reroofing of bldgs, Military Camp.

In addition, this Department awarded 104 contracts containing the General Fair Wages Clause.

## Department of Justice

*St Vincent de Paul Que:* La Cie de Construction & Pavage Dubuc Ltee, roadway construction & paving, Leclerc Institution. *Stony Mountain Man:* Bird Construction Co Ltd, construction of exercise hall, Bldg C-18, Manitoba Penitentiary; Semans Plumbing & Heating Ltd, extension of service lines, Manitoba Penitentiary. *Prince Albert Sask:* Waterman-Waterbury (Saskatoon) Ltd, extension of service lines, Saskatchewan Penitentiary.

## National Harbours Board

*Halifax N S:* A C Horn Co Ltd, repair & waterproofing bin walls of grain elevator annexes 1, 2 & 3. *Montreal Que:* Stewart Construction Corporation, construction of transit shed at Section 32; Miron Co Ltd, removal of causeway to Nuns' Island, Section 3, Champlain Bridge. *Three Rivers Que:* Rosaire Dufresne Inc, construction of concrete foundations & catch basin extension of Shed No 10. *Vancouver B C:* Brockbank & Hemingway Ltd, construction of coffee shop, Granville Island.



## National Research Council

*Algonquin Park Ont:* R G Reinke Sons Ltd, construction of radiometer & storage bldgs, extension to staff house & foundation for radio telescope at Lake Traverse. *Ottawa Ont:* Paul Daoust Construction Ltd, construction of compressor house at Montreal Road Laboratories; Ontario Building Cleaning Co Ltd, interior cleaning of two bldgs, Montreal Road Laboratories.

## Department of Northern Affairs and National Resources

*Fundy National Park N B:* Judson Everett Kelly, construction of kiosk & workshop bldg. *Fort Chambly Que:* Leo Grise, \*supply & installation of electrical service. *Coteau de Lac Que:* Roch Lefebvre, construction of parking area & erection of steel fence at Fort Coteau du Lac Historic Site. *Pointe Pelee National Park Ont:* Woollatt Construction Ltd, seal coating of roads. *near Thamesville Ont:* Bernardo Marble, Terrazzo & Tile Co Ltd, \*construction of Tecumseh Memorial on Highway No 2. *Churchill Man:* Sabanski Construction Ltd, placing & compacting of fill for Akudlik (Camp 20). *Batoche Sask:* J H Amos, \*construction of basement & well, Rectory. *Elk Island National Park Alta:* Bauer Bros, filling of sloughs in proposed picnic area. *Mount Revelstoke & Glacier National Parks B C:* Revelstoke Builders' Supply Ltd, construction of entrance gateway in Mount Revelstoke National Park & entrance gateway & two warden's houses in Glacier National Park. *Kootenay National Park B C:* Premier Construction Co Ltd, grading for water system at Redstreak Campground. *Yoho National Park B C:* Cascade Sheet Metal, \*heating installation for gatekeeper's duplex.

## Projects Assisted by Federal Loan or Grant

*Fillmore Sask:* G C McLeod Co Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Fort Qu'Appelle Sask:* Beattie-Ramsay Construction Co Ltd, construction of sewage pressure main & sewage disposal lagoon. *Hanley Sask:* Patrick Construction Co Ltd, construction of sewage pumping station, sewage pressure main, sewage outfall main & sewage disposal lagoon. *Lashburn Sask:* N S Pawliuk & Son Contracting Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Lipton Sask:* Conacher Construction Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Milestone Sask:* Olynk Construction Co Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Oxbow Sask:* Conacher Construction Ltd, construction of sewage outfall main & sewage disposal lagoon. *Calgary Alta:* Poole Construction Co Ltd, construction of sanitary sewer syphon across Bow River. *Cowley Alta:* Ed's Excavating, construction of trunk sewer line & sewage lagoon. *Hanna Alta:* Gillis & Son, construction of sewage lagoon extensions.

## Department of Public Works

*Bell Island Nfld:* McNamara Construction of Newfoundland Ltd, repairs & modifications to terminal facilities. *Keels Nfld:* Louis Briffett & Sons Ltd, construction of landing wharf. *Peter's River Nfld:* Babb Construction Ltd, landing area improvements. *Pleasant View Nfld:* Guy Eveleigh, construction of wharf. *Portugal Cove South Nfld:* Benson Builders Ltd, construction of community stage bldg. *St Joseph (Pevies Point) Nfld:* Saunders, Howell & Co Ltd, construction of breakwater. *Alberton P E I:* R H Rankin Construction, construction of federal bldg. *Charlottetown P E I:* Northern Construction Co & J W Stewart Ltd, construction of DOT Marine Agency wharf. *Egmont Bay P E I:* Morrison & McRae Ltd, paving of wharf. *Howard's Cove P E I:* Morrison & McRae Ltd, paving of wharf. *Dartmouth N S:* Eric A Heaton & Associates, wharf extension, Marine Agency, Department of Transport. *Digby N S:* B A Alcorn, construction of RCMP detachment quarters. *Finlay Point N S:* Albert MacDonald, harbour improvements. *Kentville N S:* Able Construction Co Ltd, construction of federal bldg. *Little Judique Ponds N S:* Albert MacDonald, repairs to west breakwater. *Wolfville N S:* Valley Plumbing & Heating Ltd, boiler room alterations. *Chatham N B:* J W & J Anderson Ltd, wharf repairs. *Millbank N B:* North Shore Construction Ltd, paving of approach road. *Cap Vert M I Que:* Gerard Boudreau, wharf repairs. *Etang du Nord M I Que:* La Cie de Construction Arseaneau, construction of slipway. *La Tuque Que:* Tellier & Groleau Inc, construction of dormitory, chapel, school, staff residence & principal's residence, IRS, Abitibi Agency. *Malarctic Que:* Jolicoeur & Ste Croix Ltd, repairs to roof, federal bldg. *Mont Louis Que:* Horace Lemieux, wharf repairs (Gaspé Copper). *Quebec Que:* Michaud & Simard Inc, asphalt pavement, Queen's Wharf. *Quebec City & Levis Que:* Lavage de

Vitres Royal Enr, washing of windows. *Riviere du Loup Que*: Patrick Villeneuve, repairs to concrete walls. *Ste Anne de Sorel Que*: Danis Construction Inc, construction of protection works. *St Augustin Que*: Les Entreprises Cap Diamant Ltee, construction of protection wall (1961—front of lot 417, St Augustin sur Mer). *St Gedeon, St Jerome & Chambord Que*: Les Chantiers Bonneau Ltee, removal of old cribwork. *St Hillaire Que*: Danis Construction Inc, construction of retaining wall. *St Joseph de Sorel Que*: Danis Construction Inc, construction of retaining wall. *St Michel de Bellechasse Que*: Arthur Simoneau, construction of protection works. *Sept Iles Que*: Sept Iles Ready Mix & Equipment Inc, construction of fenders system (town wharf). *Tracy Que*: Telco Materials Ltd, construction of retaining wall. *Arnprior Ont*: M J Sulpher & Sons Ltd, extension to Bldg 25, Canadian Civil Defence College. *Franch River (Dalles Falls) Ont*: McHaffie Birge Construction Co Ltd, improvements (widening of constrictions in French River). *Hamilton Ont*: King Paving Co Ltd, grading & apron construction, Burlington Beach Wharf, Stage 4. *Leamington Ont*: Dean Construction Co Ltd, construction of ferry landing. *Ottawa Ont*: W Sparks & Son Ltd, moving of office furniture, equipment, etc, from 321 Slater St to Plouffe Park; T Landry Ltd, moving office furniture, equipment, etc, from Woods & Connor Bldgs, Hull, Que, to No 8 Temporary Bldg, Ottawa, Ont; Corrigan Electric, alterations, Bolodrome Bldg. *Owen Sound Ont*: Tracy Construction Inc, pier reconstruction. *Richmond Hill Ont*: Dahl & Son Construction Co, alterations & renovations to old Federal Bldg. *Sioux Lookout Ont*: Hacqoil Construction Ltd, paving of access road & parking areas, Health Services Branch Hospital, Department of National Health & Welfare. *Rexdale Ont*: Menary Asphalt Paving Ltd, paving of driveways & trucking area, Post Office. *Emerson Man*: B F Klassen Construction Ltd, alterations & construction of fire escape, Customs Examining Warehouse. *Gimli Man*: Inter-City Building Industries Ltd, construction of RCMP detachment quarters. *Melville Sask*: Melville Construction Co, construction of RCMP detachment quarters. *Hobbema Alta*: W J Bennett Contractors Ltd, construction of motel & addition to school. *Two Hills Alta*: Luchak Construction, construction of post office bldg. *Viking Alta*: Grady Construction Ltd, construction of RCMP detachment quarters. *Creston B C*: A E Jones Co Ltd, alterations & additions to federal bldg. *Nanaimo B C*: Gilmour Construction & Engineering, construction of Technical Services Bldg, access roads & landscaping, Pacific Biological Station. *Victoria B C*: Hume & Rumble Ltd, modifications to electrical service in federal bldg. *Westview B C*: Trans-Power Ltd, installation of electrical system in boat harbour. *Fort Simpson N W T*: Solar Construction Co Ltd, construction of three residences, two garages, metal storage bldg, radio control bldg & renovations to RCMP residence. *Fort Smith N W T*: McRae & Associates Construction Ltd, extension to staff quarters & construction of four houses (Federal Housing 1961-1962).

In addition, this Department awarded 45 contracts containing the General Fair Wages Clause.

### The St. Lawrence Seaway Authority

*Cornwall Ont*: J G Fitzpatrick Ltd, construction of bldgs & electrical installations at Cornwall North Channel Bridge. *Port Colborne Ont*: Intrusion-Prepakt Ltd, underpinning by pressure grouting of breakwater crib No 20, Welland Canal. *Port Weller Ont*: Armco Drainage & Metal Products of Canada Ltd, supply & erection of steel bldgs.

### Department of Transport

*St John's Nfld*: March Construction Ltd, construction of incinerator bldg. *Stephenville Nfld*: Colonial Construction Co Ltd, construction of addition to Air Terminal Bldg for baggage claim. *Heath Point Que*: Gauthier & Gagne Inc, construction of dwelling & demolition of existing dwelling. *Mont Joli Que*: Arno Electric Reg'd, installation of field lighting facilities & related work, Runway 16-34, Airport. *Montreal Que*: Sanitary Refuse Collectors Inc, disposal of garbage, International Airport. *Natashquan Point Que*: Gauthier & Gagne Inc, construction of dwelling. *Pointe des Ormes Que*: Nordbec Construction Inc, construction of pilotage house. *Sherbrooke Que*: Williams Construction Co Ltd, construction of aeradio station. *Three Rivers Que*: Arno Electric Reg'd, construction of airport lighting facilities. *London Ont*: The Toten Construction Co Ltd, construction of remote VHF transmitter bldg. *Malton Ont*: The Foundation Co of Canada Ltd, construction of administration bldg, Toronto International Airport; Dufferin Construction Co, construction of aircraft parking apron, Toronto International Airport. *Moosonee Ont*: Ron Construction Co Ltd, construction of tele-communications NDB bldg; J M Fuller Ltd, installation of washroom in Met Ops bldg & construction of concrete walks. *North Bay Ont*: Bedard-Girard

(Continued on page 1171)



# PRICES AND THE COST OF LIVING

## Consumer Price Index, October 1961

The consumer price index (1949=100) rose a fractional 0.1 per cent to 129.2 from 129.1 between the beginning of September and October 1961.\* Increases occurred in food, housing, clothing, and health and personal care components, while the recreation and reading component fell below its September level. Both the transportation, and tobacco and alcohol components were unchanged.

The food index increased 0.1 per cent to 123.3 from 123.2, as higher prices were reported for a number of food items, including tea, eggs, citrus fruits, fresh tomatoes, lettuce, some canned and frozen fruits and vegetables, beef, pork and veal. Prices were substantially lower for most fresh fruits and vegetables, particularly apples and grapes. Price declines also occurred for chicken, turkey, margarine, chocolate bars, coffee and bread, the latter change arising from a local price situation in Vancouver.

The housing component rose 0.1 per cent to 133.6 from 133.5 as an increase in the shelter index more than balanced a decline in the household operation index. In shelter, both the rent and home-ownership indexes were higher, while in the household operation index, higher prices for coal, gas and textiles offset lower prices for utensils and equipment, supplies and services, and some items of furniture and appliances.

The clothing index rose 0.4 per cent to 113.6 from 113.1 as a result of increases in the women's and children's wear group indexes. Indexes for men's wear, footwear, piece goods, clothing services, and jewellery were unchanged.

The transportation index was unchanged at 140.0. A fractional decline in the automobile operation component, resulting from lower gasoline prices, was not sufficient to move the index.

The health and personal care index increased 0.2 per cent to 155.3 from 155.0 as a result of higher fees for doctors, dentists and optical care. Personal care was down slightly with price decreases for toilet soap.

The recreation and reading index declined 0.3 per cent to 146.2 from 146.7, reflecting

lower prices for radios, television sets, phonograph records and bicycles in the recreation group. Prices for admissions to sporting events were somewhat higher.

No price changes occurred in the tobacco and alcohol group, and the index remained unchanged at 117.3.

## City Consumer Price Indexes, September 1961

Consumer price indexes (1949=100) rose in eight of the ten regional cities and declined in two between August and September.\*

Increases ranged from 0.1 per cent in Halifax to 1.1 per cent in both Ottawa and Toronto. Indexes for the latter two cities reflected the introduction of the 3-per-cent sales tax in Ontario. The St. John's and Saint John indexes declined 1.0 per cent and 0.3 per cent respectively.

Food indexes also rose in eight of the ten regional cities and declined in two. Shelter indexes showed mixed results: three indexes were unchanged, four were up and three declined. Clothing indexes were lower in six of the ten regional cities, higher in three cities and unchanged in the remaining city. Household operation indexes were up in four cities, down in three and unchanged in the other three. Other commodities and services indexes declined in six of the ten regional cities, increased in two and were unchanged in the other two cities.

Regional consumer price index point changes between August and September were as follows: Ottawa +1.4 to 131.2; Toronto +1.4 to 132.3; Montreal +0.7 to 129.5; Winnipeg +0.6 to 127.9; Edmonton-Calgary +0.5 to 125.5; Vancouver +0.5 to 129.0; Saskatoon-Regina +0.4 to 126.4; Halifax +0.1 to 128.8; St. John's -1.2 to 116.7†; Saint John -0.4 to 130.8.

## U.S. Consumer Price Index, September 1961

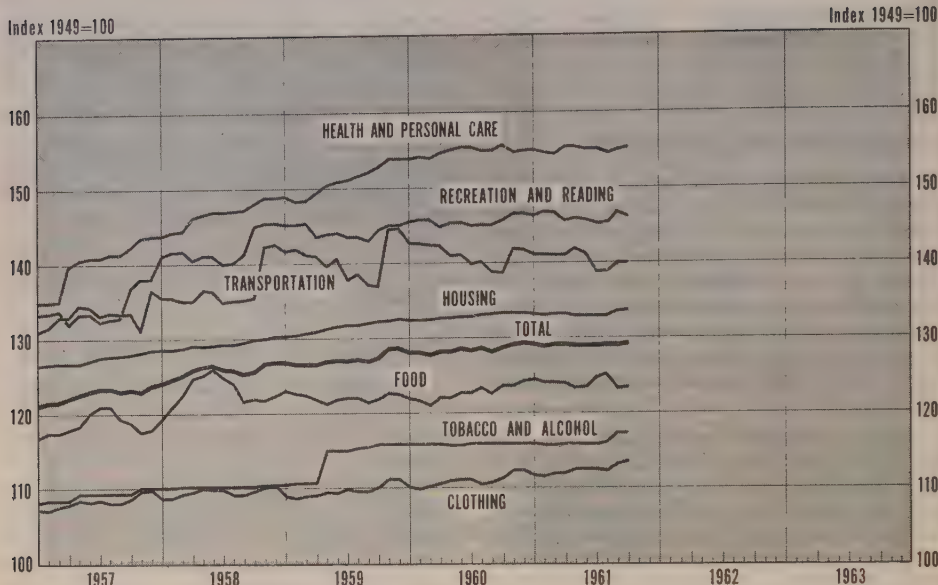
The United States consumer price index (1947-49=100) rose 0.2 per cent between mid-August and mid-September to a new record, 128.3. The previous record was 128.1, set in July. The index for August was 128.0, and for September 1960 it was 126.8.

\*See Table F-2 at back of book.

†On base June 1951=100.

\*See Table F-1 at back of book.

## CONSUMER PRICE INDEX



The principle causes of the increase were a seasonal rise in clothing prices and further higher costs for services: rent, medical care and transportation.

### U.K. Index of Retail Prices, August 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 114.6 to

115.7 between mid-July and mid-August. Although food prices declined 0.5 per cent, price increases stemming from higher excise duties and purchase tax, effective July 26, were reflected in a 4-per-cent rise in the price of alcoholic drink and an 8-per-cent rise in tobacco prices.

In August 1960 the index was 110.4.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers.

Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 157

### Accident Prevention

1. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Safety in the Smaller Firm*. Melbourne, 1961. Pp. 31.

"The purpose of this booklet is to present in a simple way the means by which even the smallest concern can launch a systematic attack on accidents."

2. INTERNATIONAL LABOUR OFFICE. *Accident Prevention; a Workers' Education Manual*. Geneva, 1961. Pp. 182.

Contains 14 lessons dealing with safety in industry.

### Annual Reports

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1959*. Prepared on the basis of reports from the Unemployment Insurance Commission. Ottawa, Queen's Printer, 1961. Pp. 23.

4. QUEBEC. WORKMEN'S COMPENSATION COMMISSION. *Thirty-third Annual Report*,



1960. [Quebec, 1961] Pp. 24. Text in English and French.

5. SCOTLAND. HOME DEPARTMENT. *Industry and Employment in Scotland and Scottish Roads Report, 1960-61*. Edinburgh, HMSO, 1961. Pp. [101]

## Civil Service

6. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Civil Service: Junior Posts*. 3rd ed. London, HMSO, 1961. Pp. 36.

A brief description of positions for boys and girls in the British Civil Service.

7. SASKATCHEWAN CIVIL SERVICE ASSOCIATION. *Proceedings and Minutes of the Forty-Eight Annual Convention held in ... Regina, May 17, 18 and 19, 1961*. Regina, 1961. Pp. 110.

## Economic Conditions

8. BENOIT, EMILE. *Europe at Sixes and Sevens: the Common Market, the Free Trade Association, and the United States*. With a Foreword by Walter Hallstein [President of the European Economic Community Commission] New York, Columbia University, 1961. Pp. 275.

Outlines the history and functions of the European Economic Community (Belgium, Netherlands, Luxembourg, France, West Germany and Italy), the European Free Trade Association (Austria, Great Britain, Denmark, Norway, Portugal, Sweden and Switzerland) and discusses the effects of these two trade blocs on U.S. foreign trade and policy and investments.

9. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *At Work for Europe; an Account of the Activities of the Organization for European Economic Co-operation*. 5th ed. Paris, 1960. Pp. 177.

## Electronic Data Processing

10. CANADA. DEPARTMENT OF LABOUR. *The Current Status of Electronic Data Processing in Canada*. Ottawa, 1960. Pp. 30.

Partial Contents: Early Electronic Data Processing Developments. The Current Status of Electronic Data Processing in Canada. Computer Utilization. Computer Personnel. Potential Employment Impact.

11. COMPUTING AND DATA PROCESSING SOCIETY OF CANADA. *Proceedings, and Conference, June 6, 7, 1960*. Toronto, Published for the Conference by University of Toronto Press, 1960. Pp. 365.

## Industrial Health

12. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Industrial Health Programs*. Washington, 1961. Pp. 17.

"Industrial health program" includes the medical services provided by a company to protect and maintain the health of its em-

ployees. This report is based on data received from 171 executives.

13. U.S. BUREAU OF LABOR STATISTICS. *Occupational Health Services in the Soviet Union, a Description and Appraisal*. Washington, GPO, 1959. Pp. 39.

## Industrial Relations

14. KNOWLES, WILLIAM HENRY. *Industrial Conflict and Unions*. Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. 291-312.

Analyses the reasons for industrial unrest in underdeveloped countries.

15. PURCELL, THEODORE VINCENT. *Blue Collar Man: Patterns of Dual Allegiance in Industry*. Cambridge, Harvard University Press, 1960. Pp. 300.

A study of packinghouse workers in three plants of Swift and Company, in Chicago, Kansas City, and East St. Louis. Considers the attitude of the worker towards his company and his union. The author quotes extensively from hundreds of interviews he had with workers in the three plants.

## International Labour Conference

16. INTERNATIONAL LABOUR OFFICE. *Prohibition of the Sale, Hire and Use of Inadequately Guarded Machinery*. Sixth item on the agenda. Geneva, 1961. Pp. 37.

At head of title: Report 6 (1). International Labour Conference. 46th session, 1962.

This report briefly reviews law and practice in various countries concerning the question of inadequately guarded machinery, and contains a questionnaire on the subject to be completed by member governments of the ILO.

17. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General*. First item on the agenda. Geneva, 1961. 2 volumes.

At head of title: Report 1. Part 1-2. International Labour Conference. Forty-fifth Session, Geneva, 1961.

Contents: Pt. 1. Labour Relations; Present Problems and Future Prospects. Pt. 2. Activities of the I.L.O., 1960; Fifteenth Report of the International Labour Organization to the United Nations.

18. INTERNATIONAL LABOUR OFFICE. *The Role of the I.L.O. in the Promotion of Economic Expansion and Social Progress in Developing Countries*. Tenth item on the agenda. Ottawa, 1961. Pp. 69.

At head of title: Report 10. International Labour Conference. Forty-fifth session, Geneva, 1961.

19. INTERNATIONAL LABOUR OFFICE. *Termination of Employment (Dismissal and Lay-off)*. Seventh item on the agenda. Geneva, 1961. Pp. 71.

At head of title: Report 7(1). International Labour Conference. 46th session, 1962.

This preliminary report outlines the law and practice in various countries concerning employee dismissal and layoff and includes a questionnaire on the subject to be completed by member countries.

20. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Organization of Manpower Functions in the Executive Branch. Excerpts from Testimony for the Subcommittee on Employment and Manpower of the Committee on Labour and Public Welfare, United States Senate.* Washington, GPO, 1961. Pp. 12.

At head of title: 86th Cong., 2d sess. Committee print.

The Subcommittee on Employment and Manpower was created by the U.S. Senate Committee on Labour and Public Welfare on April 30, 1960. This pamphlet contains a summary of testimony received at the Subcommittee's hearings during 1960.

21. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Unemployment Situation and Outlook. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, Eighty-seventh Congress, First Session on the Current Unemployment Situation and Outlook* . . . Washington, GPO, 1961. Pp. 528.

### Labour Supply

Hearings held February 22 to March 9, 1961, in Washington and in cities where there is heavy unemployment: Pittsburgh, Newark, Chester, Pa., Providence, Atlantic City-Bridgeton, N.J. Witnesses were invited to offer suggestions for alleviating unemployment.

### Labouring Classes

22. BERKOWITZ, MONROE. *Workmen's Compensation: the New Jersey Experience.* New Brunswick, N.J., Rutgers University Press, 1960. Pp. 298.

Examines the general problems of administering the workmen's compensation laws and explains how New Jersey workmen's compensation laws operate.

23. CANADA LABOUR VIEWS COMPANY LIMITED. *White Collar Agreements in Canada.* Toronto, 1961. Pp. 97.

"This book is concerned primarily with types of provisions applicable to current matters of collective bargaining as they appear in current collective agreements." Over 80 "office" and "office and technical" agreements were surveyed for this study. Topics discussed include office units, office occupations, office salary structure, seniority, hours of work, overtime, paid holidays, vacations, leave of absence, and, sickness and accident benefits.

24. FARMER-LABOUR-TEACHER INSTITUTE. 14TH, FORT QU'APPELLE, SASK., 1961. *Collective Bargaining; a Report of the 14th Annual Farmer-Labour-Teacher Institute, June 30-July 2, 1961.* [Regina?] Saskatchewan Teachers' Federation.

Delegates to the Institute represented the Saskatchewan Federation of Labour, Saskatchewan Farmers' Union, and the Saskatchewan Teachers' Federation.

25. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Thirteenth Annual Meeting, St. Louis, Missouri, December 28 and 29, 1960 and Index of IRRA Publications, 1948-1960.* Edited by Gerald G. Somers. Madison, 1961. Pp. 344.

The topics discussed at this meeting were: Public Regulations of Collective Bargaining and Union Government in Operation; Research in the Economics of Medical Care; the Present State of the Industrial Relations Field in Universities; the Theory of Collective Bargaining; Frontiers of Union Growth; Labour Issues in the 1960 Political Campaign; Soviet Wage Structure.

26. KERR, CLARK. *Changing Social Structures.* Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. 348-359.

A brief look at the effect of industrial life on the worker in underdeveloped countries.

27. KORNHAUSER, RUTH. *Some Social Determinants and Consequences of Union Membership.* Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. [30]-61.

"Occupation, sex, region, and size of community are some of the basic determinants of national union membership." The author, a sociologist, briefly analyses some of the factors involved in union membership.

28. SASKATCHEWAN. AGED AND LONG-TERM ILLNESS SURVEY COMMITTEE. *Retirement Practices; Study Document for the Conference on Employment and Retirement of Older Workers . . . Regina, Saskatchewan, June 1-2, 1961.* Regina, 1961. Pp. 22.

29. U.S. BUREAU OF LABOR STATISTICS. *Labor in India.* Washington, GPO, 1961. Pp. 59.

This study was prepared for the International Cooperation Administration.

Partial Contents: Employment and Unemployment. Labor Force. Wages and Earnings. Trade Union Movement. Industrial Relations. Labor Standards. Social Security. Labor Administration.

30. U.S. BUREAU OF LABOR STATISTICS. *Labor in Uruguay.* Washington, 1959. Pp. 26.

### Norway

31. DANIELSEN, FINN. *Care of the Aged in Norway; a Survey.* Rev. ed. Oslo, Norwegian Joint Committee on International Social Policy, 1959. Pp. 56.

32. EVANG, KARL. *Health Services in Norway.* English version by Dorothy Burton Skardal. Oslo, Norwegian Joint Committee on International Social Policy, 1957. Pp. 161.

"... Explains the Norwegian system of health services in brief: what they include, how they are organized and paid for, recent developments and future plans."



33. NORWEGIAN JOINT COMMITTEE ON INTERNATIONAL SOCIAL POLICY. *Facts about Women in Norway*. Rev. ed. Oslo, 1960. Pp. 42.

A brief examination of women's legal status and education and choice of career in Norway.

34. NORWEGIAN JOINT COMMITTEE ON INTERNATIONAL SOCIAL POLICY. *Norway and her Sailors; a Survey of Social Legislation*. Oslo, 1959. Pp. 159.

Describes working conditions on board ship as well as legislation relating to Norwegian seamen.

## Professional Workers

35. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Engineering and Scientific Manpower Resources in Canada: Their Earnings, Employment and Education, 1959*. Ottawa, Queen's Printer, 1961. Pp. 106.

36. CANADIAN COUNCIL OF PROFESSIONAL ENGINEERING. *Report on Salaries of Professional Engineers by Levels of Responsibility as of July 1st, 1960*. [Toronto? 1961] Pp. 3.

English and French, the latter inverted and with special title page.

37. ORLEANS, LEO A. *Professional Manpower and Education in Communist China*. Washington, GPO, 1961. Pp. 260.

"This monograph... attempts to survey the available materials dealing with professional manpower and education in Communist China, analyse and summarize the most significant data and factors, and indicate the areas in which the greatest gaps in knowledge exist."

## Miscellaneous

38. CANADA. DEPARTMENT OF LABOUR. *Acquisition of Skills. Supplement no. 1-6*. Ottawa [n.d., 1961?] 6 parts.

Contents: 1. Tool and Die Makers. 2. Sheet Metal Workers. 3. Floor Moulders. 4. Senior Draughtsmen. 5. Electronic Technicians. 6. Technical Notes.

39. CANADIAN TAX FOUNDATION. *Corporate Management Conference, Toronto, 1961*. Toronto, 1961. Pp. 85.

Partial Contents: Corporate Residence as a Tax Factor, by David A. Ward. Twelve Years of Capital Cost Allowances, by Lancelot J. Smith. The Ontario Retail Sales Tax, by John F. Due.

40. LAIDLAW, ALEXANDER FRASER. *The Campus and the Community; the Global Impact of the Antigonish Movement*. Montreal, Harvest House Ltd., 1961. Pp. 173.

Tells the history of the adult education program of St. Francis Xavier University at Antigonish, N.S.

41. ORGANIZATION FOR EUROPEAN ECONOMIC COOPERATION. MACHINERY COMMITTEE. *The Engineering Industries in Europe*. 4th ed. Paris, 1961. Pp. 289.

At head of title: Trends in Economic Sectors, 7th year.

In this report the engineering industries include those branches of the metal-processing industries which produce non-electrical machinery; electrical machinery, apparatus and appliances; transport equipment; manufactures of metals, precision instruments, watches and clocks. Provides general statistics on engineering industries for 1950 to 1959 inclusive for Austria, Belgium, Denmark, France, Germany, Italy, the Netherlands, Norway, Sweden, Switzerland and the United Kingdom. Includes some statistics for Eire and Spain.

42. PELLING, HENRY. *A Short History of the Labour Party*. London, Macmillan, 1961. Pp. [135].

A brief introductory account of the Labour Party from its inception up to 1960.

43. SAMUELSON, PAUL ANTHONY. *Economics; an Introductory Analysis*. 5th ed. New York, McGraw-Hill, 1961. Pp. 853.

## Labour Conditions in Government Contracts

(Continued from page 1168)

Ltd, replacing LI lighting on approaches 13 & 18 & feeder cables, Airport; J M Fuller Ltd, construction of remote transmitter & remote receiver bldgs, Airport. *Ottawa Ont*: Taggart Construction Ltd, construction of weather surveillance radar bldg, MR 75 & related work, Airport. *Thompson Man*: H & H Construction Ltd, construction of dwelling. *Edmonton Alta*: Buñs & Dutton Concrete & Construction Co Ltd, completion of Air Terminal Bldg, installation of equipment & construction of approaches & parking areas, International Airport. *Enderby B C*: Burns & Dutton Concrete & Construction Co Ltd, construction of VHF omni range bldg & related work. *Fort Nelson B C*: Electric Power Equipment Ltd, construction of airport lighting facilities. *Vancouver B C*: Stevenson Construction Co, construction of glide path bldg & related work, Airport; Holland Landscapers Ltd, seeding of graded areas (taxiway shoulders), Vancouver International Airport; Kaiser-Tallman-Gilpin, reconstruction of aircraft parking ramp, International Airport. *Cambridge Bay N W T*: Yukon Construction Co Ltd, ventilation of bldgs. *Fort Smith N W T*: Poole Construction Co Ltd, construction of sewage disposal system & related work. *Frobisher Bay N W T*: The Tower Co (1961) Ltd, installation of water & sewer services. *Hay River N W T*: McRae & Associates Construction Ltd, construction of butler type storage bldg & related work. *Whitehorse Y T*: General Enterprises Ltd, construction of rawinsonde bldg, hydrogen generator bldg, storage bldg & related work.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 16, 1961**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,543	605	1,813	2,384	1,156	585
Men.....	4,796	455	1,347	1,710	846	438
Women.....	1,747	150	466	674	310	147
14—19 years.....	615	72	201	187	113	42
20—24 years.....	827	88	267	270	142	60
25—44 years.....	2,975	251	829	1,110	509	276
45—64 years.....	1,901	171	469	727	346	188
65 years and over.....	225	23	47	90	46	19
Employed.....	6,235	559	1,699	2,301	1,122	554
Men.....	4,546	413	1,251	1,648	820	414
Women.....	1,689	146	448	653	302	140
Agricultural.....	724	55	147	179	320	23
Non-Agricultural.....	5,511	504	1,552	2,122	802	531
Paid Workers.....	5,073	455	1,411	1,987	752	468
Men.....	3,561	326	1,003	1,382	506	344
Women.....	1,512	129	408	605	246	124
Employed.....	308	46	114	83	34	31
Men.....	250	42	96	62	26	24
Women.....	58	4	18	21	8	7
Persons Not in the Labour Force.....	5,515	611	1,623	1,843	904	534
Men.....	1,207	152	349	376	200	130
Women.....	4,308	459	1,274	1,467	704	404



**TABLE A-2—UNEMPLOYED**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	September 1961	August 1961	September 1960
Total unemployed.....	308	323	327
On temporary layoff up to 30 days.....	16	22	22
Without work and seeking work.....	292	301	305
Seeking full-time work.....	270	280	291
Seeking part-time work.....	22	21	14
Seeking under 1 month.....	88	70	98
Seeking 1—3 months.....	98	114	117
Seeking 4—6 months.....	43	44	44
Seeking more than 6 months.....	63	73	46

**TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1st 6 Months 1960.....	1,041	12,677	30,877	7,822	5,624	58,041	29,819
1st 6 Months 1961.....	893	8,277	19,587	4,347	3,678	36,782	16,864

<sup>(1)</sup> Total includes 3,883 whose destination is not specified.**TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1st 6 Months 1960.....	3,740	3,468	805	1,322	4,575	3,417	477	8,137	4,656	248	30,845
1st 6 Months 1961....	3,139	2,362	318	687	3,530	1,563	105	4,668	2,085	28	18,485

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1956—Total....	498	4,588	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
August.....	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
September....	46.9	442.0	153.2	.....	.....	.....	.....	.....	.....	1,620.7
October.....	45.7	437.5	151.2	.....	.....	.....	.....	.....	.....	1,599.8
November....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December....	44.3	422.6	144.7	.....	.....	.....	.....	.....	.....	1,529.4
1961—										
January.....	44.2	420.0	140.5	.....	.....	.....	.....	.....	.....	1,494.3
February....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March.....	44.5	427.1	142.5	.....	.....	.....	.....	.....	.....	1,510.1
April.....	43.2	431.5	145.4	.....	.....	.....	.....	.....	.....	1,536.2
May.....	45.7	443.1	151.2	62.4	356.0	84.6	679.2	1,382.0	242.3	1,592.7
June.....	46.2	458.1	162.9	.....	.....	.....	.....	.....	.....	1,659.2
July*.....	46.2	451.7	164.6	.....	.....	.....	.....	.....	.....	1,651.5
August†.....	44.9	459.2	160.3	.....	.....	.....	.....	.....	.....	1,663.4

<sup>(1)</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup> Includes post office wages and salaries.

<sup>(3)</sup> Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\* Revised.

† Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at August 1961 employers in the principal non-agricultural industries reported a total employment of 2,928,420. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) <sup>(1)</sup>			Average Weekly Wages and Salaries	Index Numbers (1949=100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
				\$				\$
<b>Averages</b>								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
<b>1960</b>								
August.....	123.1	291.0	176.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
<b>1961</b>								
January.....	111.6	201.4	179.2	77.00	104.3	191.6	181.1	79.65
February.....	111.0	202.5	181.1	77.80	104.6	193.5	182.5	80.24
March.....	111.1	202.3	180.7	77.64	104.9	194.4	182.8	80.36
April.....	112.6	206.3	181.8	78.12	105.4	196.7	184.1	80.95
May.....	117.2	214.6	181.6	78.00	108.4	201.8	183.6	80.72
June.....	121.3	223.6	182.8	78.55	111.2	208.1	184.6	81.17
July*.....	122.5	225.1	182.1	78.24	110.9	205.6	182.7	80.34
August†.....	123.5	226.8	182.1	78.22	112.9	209.4	182.8	80.37

<sup>(1)</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\* Revised.

† Preliminary.

## Cconciliation Proceedings

(Continued from page 1151)

S. E. Dinsdale and Paul Siren, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

### Disputes Lapsed

1. Hill The Mover (Canada) Ltd. (Victoria Terminal) Victoria, B.C., and Local 885 of the International Brotherhood of

Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., June, p. 569).

2. Quebecair Inc., Rimouski, Que., and Canadian Air Line Pilots Association (L.G., March, p. 257).

3. Radio Station CHVC, Niagara Falls, Ont., and National Association of Broadcast Employees and Technicians (L.G., April, p. 370).

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1961	June 1961	July 1960	July 1961	June 1961	July 1960
				\$	\$	\$
Newfoundland.....	148.9	142.4	145.9	72.06	72.06	68.11
Prince Edward Island.....	144.0	146.5	147.1	56.80	57.35	55.31
Nova Scotia.....	102.2	97.6	99.6	64.45	64.56	63.55
New Brunswick.....	112.2	108.5	106.1	62.74	63.06	63.50
Quebec.....	122.8	121.3	122.1	75.39	75.45	73.48
Ontario.....	120.4	120.8	119.8	81.63	81.85	78.93
Manitoba.....	115.6	113.4	115.9	74.27	74.04	72.83
Saskatchewan.....	132.9	130.7	134.4	75.29	75.28	73.04
Alberta (including Northwest Territories).....	163.8	161.9	164.4	80.71	80.93	79.16
British Columbia (including Yukon).....	118.6	116.0	120.3	84.80	85.77	83.48
<b>Canada.....</b>	<b>122.4</b>	<b>121.3</b>	<b>121.9</b>	<b>78.30</b>	<b>78.55</b>	<b>76.28</b>
<b>Urban Areas</b>						
St. John's.....	144.1	137.6	143.0	58.66	59.56	56.44
Sydney.....	88.3	84.8	96.0	76.53	76.08	74.13
Halifax.....	123.2	120.6	115.3	65.46	65.46	63.10
Moncton.....	108.9	107.5	101.7	61.10	61.11	59.43
Saint John.....	107.0	104.5	104.8	61.33	62.78	63.07
Chicoutimi—Jonquiere.....	115.3	113.4	123.4	98.92	95.75	94.68
Quebec.....	118.5	115.8	114.3	66.55	67.04	64.39
Sherbrooke.....	105.1	102.2	102.6	65.50	65.88	63.51
Shawinigan.....	107.5	103.5	111.5	87.26	86.18	84.97
Three Rivers.....	113.2	115.4	114.9	73.21	73.27	70.58
Drummondville.....	76.4	76.5	76.5	62.30	62.26	61.39
Montreal.....	124.3	125.0	124.0	77.24	77.48	75.15
Ottawa—Hull.....	130.6	130.2	128.3	73.96	73.74	71.81
Kingston.....	123.6	123.5	115.0	76.69	76.11	73.87
Peterborough.....	90.8	90.7	96.2	86.38	85.39	83.89
Oshawa.....	115.6	173.9	125.4	91.50	91.67	87.06
Toronto.....	132.0	132.8	129.7	82.54	82.36	79.66
Hamilton.....	109.8	110.1	112.6	87.94	87.52	84.23
St. Catharines.....	109.9	108.8	102.6	88.21	89.52	85.73
Niagara Falls.....	103.7	100.7	107.1	79.49	80.05	76.71
Brantford.....	83.2	82.3	77.7	74.06	74.20	70.12
Guelph.....	122.0	123.1	120.6	73.19	73.42	70.95
Galt.....	106.8	107.8	118.4	70.68	71.02	69.39
Kitchener.....	123.4	124.1	119.3	74.46	74.86	72.85
Sudbury.....	149.6	148.4	148.0	92.91	91.70	89.86
Timmins.....	94.0	93.9	95.6	70.33	70.20	67.56
London.....	132.2	131.7	125.5	75.06	75.00	72.98
Sarnia.....	134.6	128.6	128.1	100.90	101.23	97.84
Windsor.....	68.2	74.6	65.5	86.89	89.02	83.97
Sault Ste. Marie.....	146.9	143.7	143.0	99.04	98.26	94.27
Ft. William—Pt. Arthur.....	116.9	114.3	117.1	81.65	80.73	79.48
Winnipeg.....	113.4	113.0	114.2	71.17	71.37	69.67
Regina.....	141.5	141.5	137.2	72.37	73.07	69.59
Saskatoon.....	149.2	147.6	146.4	70.01	70.38	68.43
Edmonton.....	197.3	195.9	194.6	75.14	75.64	73.92
Calgary.....	175.8	177.7	179.3	76.66	77.42	75.19
Vancouver.....	115.6	113.6	116.9	84.20	84.11	81.97
Victoria.....	111.7	110.2	112.4	77.22	77.49	75.07



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1961	June 1961	July 1960	July 1961	June 1961	July 1960
<b>Mining</b> .....	<b>120.8</b>	<b>119.7</b>	<b>123.3</b>	<b>94.36</b>	<b>95.49</b>	<b>92.58</b>
Metal mining.....	136.1	135.2	139.7	96.13	98.18	94.21
Gold.....	72.8	72.8	74.5	76.63	78.53	74.43
Other metal.....	195.0	193.4	200.6	102.91	105.07	101.05
Fuels.....	84.7	84.0	91.6	97.19	97.15	94.46
Coal.....	42.0	40.6	49.3	74.05	73.32	72.72
Oil and natural gas.....	268.4	270.9	273.8	112.77	112.51	111.32
Non-metal.....	157.2	153.3	141.5	83.05	82.16	81.73
<b>Manufacturing</b> .....	<b>110.8</b>	<b>111.2</b>	<b>110.2</b>	<b>89.34</b>	<b>81.16</b>	<b>78.18</b>
Durable goods.....	111.4	113.7	111.9	86.68	87.42	83.72
Non-durable goods.....	110.2	109.1	108.8	74.97	75.70	73.39
Food and beverages.....	125.2	119.0	123.5	70.35	72.25	69.38
Meat products.....	140.0	137.5	142.8	80.03	84.25	78.91
Canned and preserved fruits and vegetables.....	151.2	96.1	144.2	56.07	64.07	56.26
Grain mill products.....	104.0	102.8	104.8	79.51	79.43	76.09
Bread and other bakery products.....	112.8	113.1	114.1	68.08	69.25	66.50
Distilled and malt liquors.....	103.4	102.6	103.3	98.51	98.56	95.73
Tobacco and tobacco products.....	80.9	81.9	78.6	83.22	82.36	81.35
Rubber products.....	99.6	100.3	98.8	82.63	84.00	80.11
Leather products.....	87.8	87.2	83.1	54.04	54.27	52.26
Boots and shoes (except rubber).....	95.1	94.6	91.2	52.00	51.62	50.25
Textile products (except clothing).....	77.7	78.5	76.5	63.62	64.40	61.79
Cotton yarn and broad woven goods.....	70.8	70.6	68.3	59.39	61.62	56.87
Woolen goods.....	62.3	62.6	62.9	60.52	61.12	59.34
Synthetic textiles and silk.....	83.6	84.1	83.5	70.51	70.02	68.87
Clothing (textile and fur).....	88.4	89.5	87.4	50.09	49.86	48.43
Men's clothing.....	89.3	91.6	88.4	48.41	48.32	46.49
Women's clothing.....	96.2	96.2	93.0	51.99	50.70	50.31
Knit goods.....	70.2	70.3	69.2	50.01	50.03	48.11
Wood products.....	110.8	109.3	109.2	69.33	69.85	67.34
Saw and planing mills.....	117.0	114.7	112.6	71.09	71.78	69.10
Furniture.....	109.8	109.7	111.0	67.70	67.66	65.59
Other wood products.....	82.5	82.5	89.7	61.37	62.37	61.00
Paper products.....	128.0	127.3	128.2	94.68	94.91	92.93
Pulp and paper mills.....	129.9	128.7	131.0	101.78	102.16	100.26
Other paper products.....	123.5	124.0	121.4	77.18	77.29	74.27
Printing, publishing and allied industries.....	123.4	124.5	123.2	87.63	87.63	84.76
Iron and steel products.....	105.0	105.4	107.0	92.39	92.46	88.79
Agricultural implements.....	64.2	67.9	67.3	91.75	93.64	91.46
Fabricated and structural steel.....	149.6	149.5	168.0	92.07	93.79	89.39
Hardware and tools.....	99.6	100.4	97.9	81.78	82.15	79.54
Heating and cooking appliances.....	97.6	97.5	97.8	78.97	79.17	76.24
Iron castings.....	90.6	91.4	89.0	88.28	88.17	83.69
Machinery, industrial.....	116.3	115.2	117.9	87.96	88.42	85.70
Primary iron and steel.....	122.2	120.5	121.4	106.59	106.03	99.91
Sheet metal products.....	107.7	109.7	111.1	92.01	91.95	90.60
Wire and wire products.....	111.8	111.5	115.8	94.67	94.22	87.77
Transportation equipment.....	97.8	106.9	94.7	90.92	92.45	87.57
Aircraft and parts.....	253.8	258.2	236.6	94.38	95.29	91.67
Motor vehicles.....	68.1	105.3	67.5	106.41	103.85	98.04
Motor vehicles parts and accessories.....	102.2	102.9	87.5	87.52	90.46	83.76
Railroad and rolling stock equipment.....	58.6	55.2	63.3	85.44	83.97	80.78
Shipbuilding and repairing.....	128.9	130.7	124.9	81.49	83.55	84.41
Non-ferrous metal products.....	123.3	126.5	131.8	93.06	93.33	90.50
Aluminum products.....	141.2	141.2	147.3	89.81	89.13	85.34
Brass and copper products.....	103.4	103.4	102.7	88.98	89.48	86.26
Smelting and refining.....	141.4	147.4	157.0	101.01	101.08	98.31
Electrical apparatus and supplies.....	133.2	133.7	133.4	87.73	88.17	84.38
Heavy electrical machinery.....	101.5	100.7	106.5	95.20	95.72	93.16
Telecommunication equipment.....	226.4	228.7	215.8	86.20	86.45	81.36
Non-metallic mineral products.....	146.1	146.0	147.9	84.76	85.71	81.17
Clay products.....	94.4	92.1	92.2	76.98	79.20	75.02
Glass and glass products.....	159.3	160.3	155.6	78.93	80.47	74.63
Products of petroleum and coal.....	139.6	140.2	140.6	116.38	116.78	115.62
Petroleum refining and products.....	142.3	142.9	143.7	117.17	117.59	116.53
Chemical products.....	133.5	133.3	134.5	94.44	94.78	91.36
Medicinal and pharmaceutical preparations.....	119.0	120.9	116.4	83.39	82.69	80.49
Acids, alkalis and salts.....	159.8	158.3	164.6	106.06	106.47	101.70
Miscellaneous manufacturing industries.....	138.9	139.0	130.0	70.70	71.40	69.59
<b>Construction</b> .....	<b>142.4</b>	<b>134.3</b>	<b>144.5</b>	<b>84.68</b>	<b>83.26</b>	<b>83.17</b>
Building and general engineering.....	134.5	127.7	140.1	91.72	89.92	89.40
Highways, bridges and streets.....	155.5	145.5	151.7	73.03	73.47	73.72
Electric and motor transportation.....	135.8	138.0	133.2	83.10	83.68	81.44
<b>Service</b> .....	<b>156.3</b>	<b>155.2</b>	<b>150.7</b>	<b>54.93</b>	<b>55.23</b>	<b>52.15</b>
Hotels and restaurants.....	139.3	137.6	140.4	41.80	41.93	40.52
Laundries and dry cleaning plants.....	125.6	126.1	115.6	48.32	48.89	46.07
<b>Industrial composite</b> .....	<b>122.4</b>	<b>121.3</b>	<b>121.9</b>	<b>78.39</b>	<b>78.55</b>	<b>76.28</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)  
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	July 1961	June 1961	July 1960	July 1961	June 1961	July 1960
				\$	\$	\$
Newfoundland.....	42.5	44.1	42.8	1.54	1.53	1.51
Nova Scotia.....	41.1	42.3	41.5	1.59	1.57	1.54
New Brunswick.....	40.7	43.7	42.4	1.54	1.46	1.53
Quebec.....	41.4	41.7	41.3	1.65	1.65	1.61
Ontario.....	40.6	40.9	40.5	1.92	1.93	1.86
Manitoba.....	40.2	40.3	40.3	1.73	1.74	1.68
Saskatchewan.....	38.6	39.6	39.3	1.96	1.96	1.89
Alberta <sup>(1)</sup> .....	39.8	40.1	40.3	1.95	1.96	1.89
British Columbia <sup>(2)</sup> .....	37.7	37.9	37.5	2.19	2.22	2.17

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

Note:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

# TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949-100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	72.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June.....	41.0	1.83	75.02	179.7	139.3
July*.....	40.6	1.82	73.95	177.2	137.3
August†.....	40.8	1.82	74.23	177.8	137.8

Note: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S., page ii.

\* Revised.

† Latest figures subject to revision.



# TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)  
SOURCE: Man-Hours and Hourly Earnings, D.B.S.  
(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1961	June 1961	July 1960	July 1961	June 1961	July 1960	July 1961	June 1961	July 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>41.7</b>	<b>42.2</b>	<b>41.3</b>	<b>2.10</b>	<b>2.12</b>	<b>2.08</b>	<b>87.62</b>	<b>89.39</b>	<b>86.05</b>
Metal mining.....	41.6	42.5	41.0	2.18	2.20	2.18	90.73	93.47	89.12
Gold.....	41.3	43.1	40.8	1.70	1.69	1.68	70.26	72.91	68.63
Other metal.....	41.7	42.3	41.0	2.36	2.39	2.36	98.44	101.26	97.01
Fuels.....	41.0	41.4	41.1	1.98	1.99	1.96	81.27	82.20	80.57
Coal.....	41.5	41.2	40.9	1.74	1.75	1.74	72.40	71.98	71.09
Oil and natural gas.....	40.1	41.6	41.7	2.36	2.32	2.33	94.67	96.68	97.18
Non-metal.....	42.7	41.9	42.8	1.92	1.92	1.86	82.06	80.63	79.87
<b>Manufacturing</b> .....	<b>40.6</b>	<b>41.0</b>	<b>40.6</b>	<b>1.82</b>	<b>1.83</b>	<b>1.77</b>	<b>73.99</b>	<b>75.02</b>	<b>72.01</b>
Durable goods.....	40.9	41.3	40.7	1.98	1.99	1.92	81.03	82.04	77.95
Non-durable goods.....	40.4	40.8	40.5	1.68	1.68	1.64	67.78	68.58	66.64
Food and beverages.....	41.1	42.2	41.9	1.57	1.59	1.54	64.68	66.98	64.60
Meat products.....	40.3	42.2	40.7	1.88	1.91	1.84	75.83	80.55	75.03
Canned and preserved fruits and vegetables.....	41.3	39.4	43.4	1.21	1.39	1.20	50.08	54.62	55.99
Grain mill products.....	42.3	42.7	42.5	1.78	1.75	1.72	75.25	74.76	73.22
Bread and other bakery products.....	42.3	43.4	42.3	1.49	1.50	1.46	63.11	64.95	61.82
Distilled liquors.....	39.6	41.4	40.5	2.04	2.08	2.02	80.93	85.85	81.76
Malt liquors.....	41.7	41.1	41.0	2.36	2.35	2.22	98.48	96.61	91.10
Tobacco and tobacco products.....	39.7	39.7	41.6	1.94	1.94	1.84	77.26	76.92	76.41
Rubber products.....	40.6	41.4	40.0	1.88	1.89	1.85	76.39	78.37	74.10
Leather products.....	40.2	40.2	39.4	1.23	1.24	1.20	49.38	49.91	47.38
Boots and shoes (except rubber).....	40.7	40.0	39.4	1.18	1.18	1.16	47.91	47.40	45.85
Other leather products.....	39.2	40.5	39.2	1.34	1.37	1.30	52.73	55.65	51.02
Textile products (except clothing).....	41.4	42.1	41.3	1.87	1.87	1.83	56.68	57.78	55.09
Cotton yarn and broad woven goods.....	39.3	40.5	38.7	1.40	1.41	1.34	54.95	57.21	52.01
Woolen goods.....	42.7	43.7	43.6	1.28	1.29	1.25	54.81	56.19	54.51
Synthetic textiles and silk.....	43.0	42.7	42.6	1.45	1.46	1.44	62.49	62.17	61.21
Clothing (textile and fur).....	37.9	38.0	37.5	1.18	1.17	1.15	44.86	44.62	42.98
Men's clothing.....	37.3	37.3	36.6	1.17	1.17	1.15	43.65	43.72	41.99
Women's clothing.....	36.7	36.3	36.3	1.27	1.24	1.22	46.60	45.02	44.27
Knit goods.....	40.7	40.9	40.2	1.10	1.10	1.07	44.98	45.05	42.85
*Wood products.....	41.3	41.6	40.7	1.60	1.60	1.57	66.21	66.65	63.80
Saw and planing mills.....	40.8	41.0	39.9	1.69	1.70	1.66	69.05	69.61	66.30
Furniture.....	42.5	42.7	42.4	1.48	1.47	1.44	62.71	62.84	61.09
Other wood products.....	42.1	42.8	42.1	1.34	1.34	1.33	56.35	57.53	55.94
Paper products.....	41.4	41.4	41.7	2.16	2.15	2.10	89.21	88.94	87.51
Pulp and paper mills.....	41.3	41.4	42.0	2.32	2.31	2.25	95.91	95.61	94.54
Other paper products.....	41.6	41.5	40.9	1.70	1.71	1.65	70.70	70.86	67.43
Printing, publishing and allied industries.....	38.8	39.2	39.2	2.22	2.22	2.16	86.33	86.92	84.45
*Iron and steel products.....	40.9	41.1	40.9	2.15	2.14	2.06	87.93	87.90	84.37
Agricultural implements.....	38.3	40.1	41.0	2.17	2.16	2.07	83.27	86.38	84.86
Fabricated and structural steel.....	39.4	41.0	41.0	2.12	2.10	2.05	93.43	86.13	84.13
Hardware and tools.....	41.9	42.2	40.9	1.79	1.79	1.78	75.14	75.64	72.69
Heating and cooking appliances.....	40.5	40.5	39.6	1.80	1.80	1.77	73.06	73.10	69.98
Iron castings.....	41.5	41.8	40.5	2.02	2.01	1.95	84.00	83.99	79.14
Machinery, industrial.....	41.3	41.8	41.8	1.98	1.98	1.92	81.92	82.55	80.19
Primary iron and steel.....	40.3	40.2	40.0	2.55	2.54	2.40	102.91	101.88	96.12
Sheet metal products.....	41.7	41.9	41.9	2.13	2.10	2.07	88.84	88.18	86.92
Wire and wire products.....	42.2	42.2	40.5	2.13	2.12	2.00	89.67	89.57	81.15
*Transportation equipment.....	39.9	40.8	40.0	2.11	2.13	2.01	84.23	87.00	80.27
Aircraft and parts.....	41.1	41.7	40.6	2.11	2.10	2.04	86.72	87.83	82.57
Motor vehicles.....	39.6	41.7	37.0	2.40	2.34	2.25	95.06	97.60	83.21
Motor vehicle parts and accessories.....	38.8	40.5	39.1	2.08	2.09	1.94	80.67	84.52	76.12
Railroad and rolling stock equipment.....	40.3	39.4	39.9	2.07	2.07	1.96	83.54	81.67	78.44
Shipbuilding and repairing.....	39.1	40.0	41.6	2.03	2.05	1.98	79.46	81.97	82.27
*Non-ferrous metal products.....	40.6	40.6	40.7	2.15	2.16	2.10	87.21	87.56	85.19
Aluminum products.....	43.0	41.6	42.0	1.91	1.90	1.82	82.12	78.84	76.60
Brass and copper products.....	41.6	41.6	41.3	2.02	2.02	1.97	84.04	84.27	81.28
Smelting and refining.....	39.8	40.0	40.3	2.38	2.39	2.31	94.75	95.40	93.02
*Electrical apparatus and supplies.....	40.8	41.0	40.1	1.89	1.88	1.84	77.04	77.18	73.97
Heavy electrical machinery and equipment.....	41.2	41.2	40.7	2.08	2.08	2.07	85.64	85.71	84.39
Telecommunication equipment.....	40.8	40.6	39.7	1.73	1.73	1.65	70.77	70.23	65.69
Refrigerators, vacuum cleaners and appliances.....	39.4	40.1	40.0	1.91	1.91	1.91	75.41	76.64	76.19
Wire and cable.....	43.0	43.4	40.9	2.11	2.08	2.01	90.76	90.49	82.22
Miscellaneous electrical products.....	40.1	40.6	39.7	1.80	1.79	1.73	72.13	72.59	68.71
*Non-metallic mineral products.....	42.9	43.7	42.5	1.86	1.86	1.79	79.67	81.38	76.13
Clay products.....	42.5	43.8	41.9	1.68	1.69	1.65	71.55	74.13	69.06
Glass and glass products.....	39.9	41.0	39.4	1.86	1.87	1.77	74.25	76.59	69.74
Products of petroleum and coal.....	41.3	41.5	41.1	2.57	2.57	2.51	105.96	106.69	103.28
Chemical products.....	40.8	41.2	40.8	2.03	2.03	1.99	82.96	83.64	81.36
Medicinal and pharmaceutical preparations.....	39.8	40.1	40.2	1.54	1.54	1.49	61.33	61.84	60.08
Acids, alkalis and salts.....	40.9	41.2	40.9	2.55	2.53	2.26	95.96	96.07	92.47
Miscellaneous manufacturing industries.....	41.1	41.1	40.9	1.50	1.51	1.48	61.46	62.15	60.56
<b>Construction</b> .....	<b>42.3</b>	<b>41.9</b>	<b>42.7</b>	<b>1.95</b>	<b>1.94</b>	<b>1.93</b>	<b>82.50</b>	<b>81.47</b>	<b>82.21</b>
Building and general engineering.....	41.9	41.1	41.7	2.14	2.13	2.10	89.45	87.31	87.64
Highways, bridges and streets.....	43.0	43.3	44.5	1.64	1.65	1.64	70.50	71.43	72.88
Electric and motor transportation.....	43.3	43.8	44.0	1.89	1.90	1.84	82.01	83.12	83.67
<b>Service</b> .....	<b>38.9</b>	<b>39.0</b>	<b>39.0</b>	<b>1.04</b>	<b>1.06</b>	<b>1.03</b>	<b>40.62</b>	<b>41.14</b>	<b>39.98</b>
Hotels and restaurants.....	39.1	39.0	39.2	1.01	1.02	0.99	39.40	39.93	38.93
Laundries and dry cleaning plants.....	39.7	40.0	39.4	1.02	1.03	1.00	40.71	41.07	39.23

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on two statistical reports of the National Employment Service. These reports serve different operational purposes and, therefore, the data are not necessarily identical.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
<b>Date Nearest:</b>						
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961.....	8,866	8,377	17,243	663,766	185,972	854,738
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961.....	15,880	14,732	30,612	246,016	117,983	364,009
September 1, 1961.....	14,963	17,850	32,813	216,245 <sup>r</sup>	104,695	320,940 <sup>r</sup>
October 1, 1961 <sup>(1)</sup> .....	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961 <sup>(1)</sup> .....	12,936	14,979	27,915	249,228	107,697	356,925

<sup>(1)</sup> Latest figures subject to revision.

\* Current Vacancies only. Deferred Vacancies are excluded.

r Revised.



**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
SEPTEMBER 29, 1961<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from	
				August 31, 1961	September 30, 1960
<b>Agriculture, Fishing, Trapping</b> .....	<b>2,233</b>	<b>270</b>	<b>2,503</b>	<b>+ 800</b>	<b>+ 1,261</b>
<b>Forestry</b> .....	<b>1,204</b>	<b>5</b>	<b>1,209</b>	<b>- 533</b>	<b>- 552</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>283</b>	<b>28</b>	<b>311</b>	<b>- 19</b>	<b>- 219</b>
Metal Mining.....	187	10	177	- 32	- 130
Fuels.....	66	10	76	+ 9	- 89
Non-Metal Mining.....	16	3	19	- 6	- 4
Quarrying, Clay and Sand Pits.....	13	1	14	- 2	+ 8
Prospecting.....	21	4	25	+ 12	- 4
<b>Manufacturing</b> .....	<b>3,452</b>	<b>3,236</b>	<b>6,718</b>	<b>- 1,163</b>	<b>+ 1,952</b>
Foods and Beverages.....	416	841	1,257	- 1,003	+ 420
Tobacco and Tobacco Products.....	5	11	16	+ 7	+ 3
Rubber Products.....	20	9	29	- 1	- 4
Leather Products.....	69	215	284	- 28	+ 142
Textile Products (except clothing).....	101	131	232	+ 12	+ 86
Clothing (textile and fur).....	171	1,193	1,364	+ 12	+ 426
Wood Products.....	346	99	445	+ 29	+ 142
Paper Products.....	152	68	220	- 64	- 72
Printing, Publishing and Allied Industries.....	146	126	272	+ 15	+ 116
Iron and Steel Products.....	663	123	786	- 60	+ 265
Transportation Equipment.....	534	48	582	+ 134	+ 218
Non-Ferrous Metal Products.....	129	41	170	- 190	0
Electrical Apparatus and Supplies.....	277	130	407	+ 21	+ 113
Non-Metallic Mineral Products.....	76	18	94	- 16	0
Products of Petroleum and Coal.....	30	7	37	+ 2	+ 7
Chemical Products.....	179	66	245	0	+ 10
Miscellaneous Manufacturing Industries.....	168	110	278	- 33	+ 80
<b>Construction</b> .....	<b>1,569</b>	<b>78</b>	<b>1,647</b>	<b>- 1</b>	<b>+ 290</b>
General Contractors.....	944	50	994	- 40	+ 171
Special Trade Contractors.....	625	28	653	+ 39	+ 119
<b>Transportation, Storage and Communication</b> .....	<b>542</b>	<b>204</b>	<b>746</b>	<b>- 170</b>	<b>- 53</b>
Transportation.....	373	86	459	- 141	+ 3
Storage.....	24	16	40	- 2	+ 12
Communication.....	145	102	247	- 27	- 68
<b>Public Utility Operation</b> .....	<b>86</b>	<b>19</b>	<b>105</b>	<b>- 96</b>	<b>+ 44</b>
<b>Trade</b> .....	<b>2,604</b>	<b>2,898</b>	<b>5,502</b>	<b>+ 736</b>	<b>+ 1,652</b>
Wholesale.....	797	456	1,253	- 38	+ 369
Retail.....	1,807	2,442	4,249	+ 774	+ 1,283
<b>Finance, Insurance and Real Estate</b> .....	<b>692</b>	<b>496</b>	<b>1,188</b>	<b>- 28</b>	<b>+ 193</b>
<b>Service</b> .....	<b>2,288</b>	<b>9,771</b>	<b>12,059</b>	<b>- 554</b>	<b>+ 1,766</b>
Community or Public Service.....	406	2,095	2,501	- 664	+ 336
Government Service.....	595	416	1,011	- 170	- 267
Recreation Service.....	111	78	189	- 61	- 72
Business Service.....	539	361	900	+ 37	+ 204
Personal Service.....	637	6,821	7,458	+ 304	+ 1,421
<b>GRAND TOTAL</b> .....	<b>14,983</b>	<b>17,005</b>	<b>31,988</b>	<b>- 1,028</b>	<b>+ 6,337</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT SEPTEMBER 29, 1961<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,647	1,664	3,311	6,410	1,845	8,255
Clerical Workers.....	1,201	3,036	4,237	14,433	43,239	57,672
Sales Workers.....	1,669	1,292	2,961	6,171	12,454	18,625
Personal and Domestic Service Workers.....	784	7,473	8,257	25,202	17,699	42,901
Seamen.....	24	.....	24	894	14	908
Agriculture, Fishing, Forestry (Ex. log.).....	1,967	184	2,151	2,772	221	2,993
Skilled and Semi-Skilled Workers.....	5,664	1,887	7,551	90,697	11,566	102,263
Food and kindred products (incl. tobacco).....	60	27	87	961	313	1,274
Textiles, clothing, etc.....	162	1,364	1,526	1,454	6,623	8,077
Lumber and lumber products.....	1,262	1	1,263	7,508	94	7,602
Pulp, paper (incl. printing).....	67	14	81	951	375	1,326
Leather and leather products.....	61	150	211	682	675	1,357
Stone, clay and glass products.....	7	1	8	251	17	268
Metalworking.....	851	42	893	13,956	614	14,570
Electrical.....	128	65	193	2,371	572	2,943
Transportation equipment.....	1	.....	1	598	33	631
Mining.....	75	.....	75	1,381	1	1,382
Construction.....	914	.....	914	18,636	3	18,639
Transportation (except seamen).....	521	10	531	15,927	102	16,029
Communications and public utility.....	61	.....	61	622	4	626
Trade and service.....	188	163	351	3,683	1,289	4,972
Other skilled and semi-skilled.....	1,125	32	1,157	16,106	632	16,738
Foremen.....	60	16	76	1,801	213	2,014
Apprentices.....	121	2	123	3,809	6	3,815
Unskilled Workers.....	1,689	1,530	3,219	69,779	14,222	84,001
Food and tobacco.....	198	741	939	1,930	3,003	4,933
Lumber and lumber products.....	68	16	84	6,158	267	6,425
Metalworking.....	83	16	99	5,011	437	5,448
Construction.....	474	.....	474	29,462	.....	29,462
Other unskilled workers.....	866	757	1,623	27,218	10,515	37,733
<b>GRAND TOTAL.....</b>	<b>14,645</b>	<b>17,066</b>	<b>31,711</b>	<b>216,358</b>	<b>101,260</b>	<b>317,618</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.



**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 29, 1961**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(a)</sup>			Registrations		
	<sup>(1)</sup>	Previous Month	Previous Year	<sup>(1)</sup>	Previous Month	Previous Year
	Sept. 29, 1961	Aug. 31, 1961	Sept. 29, 1960	Sept. 29, 1961	Aug. 31, 1961	Sept. 29, 1960
<b>Newfoundland</b>	<b>325</b>	<b>279</b>	<b>356</b>	<b>5,872</b>	<b>6,885</b>	<b>6,081</b>
Corner Brook	26	24	30	1,578	2,016	1,321
Grand Falls	6	2	3	507	605	547
St. John's	293	253	323	3,787	4,264	4,213
<b>Prince Edward Island</b>	<b>665</b>	<b>112</b>	<b>516</b>	<b>920</b>	<b>984</b>	<b>963</b>
Charlottetown	97	42	156	495	444	605
Summerside	568	70	360	425	540	363
<b>Nova Scotia</b>	<b>1,015</b>	<b>979</b>	<b>800</b>	<b>13,831</b>	<b>15,474</b>	<b>14,270</b>
Amherst	36	48	17	414	504	443
Bridgewater	18	12	23	637	674	706
Halifax	490	532	411	3,881	3,401	4,182
Inverness	2	7	—	245	227	218
Kentville	275	102	149	765	1,035	973
Liverpool	18	12	29	363	285	369
New Glasgow	58	69	27	1,172	1,125	1,763
Springhill	—	11	—	554	537	823
Sydney	26	71	58	3,396	5,364	3,244
Sydney Mines*	16	29	—	1,135	1,154	—
Truro	52	53	51	712	616	930
Yarmouth	24	33	35	557	552	619
<b>New Brunswick</b>	<b>1,013</b>	<b>752</b>	<b>775</b>	<b>9,078</b>	<b>9,383</b>	<b>10,536</b>
Bathurst	43	20	26	739	704	783
Campbellton	217	29	8	835	974	1,335
Edmundston	25	26	27	390	564	457
Fredericton	160	211	125	990	1,164	1,241
Minto	39	53	124	201	197	339
Moncton	301	199	210	2,089	2,044	2,272
Newcastle	—	3	4	672	676	780
Saint John	165	151	187	2,154	2,110	2,186
St. Stephen	17	26	12	543	427	526
Sussex	6	11	11	196	178	296
Woodstock	40	23	41	269	345	321
<b>Quebec</b>	<b>9,218</b>	<b>8,295</b>	<b>7,211</b>	<b>94,755</b>	<b>97,107</b>	<b>98,810</b>
Alma	13	16	12	1,259	1,486	967
Asbestos	1	—	1	227	218	363
Baie Comeau	—	13	221	326	366	299
Beauharnois	125	12	32	639	704	585
Buckingham	9	8	17	476	461	469
Causapscal	67	71	93	458	522	614
Chandler	6	4	8	692	493	285
Chicoutimi	145	116	133	1,771	1,606	1,385
Cowansville	18	12	34	245	222	176
Dolbeau	106	400	97	666	700	538
Drummondville	126	126	28	1,116	1,160	1,266
Farnham	143	69	87	292	346	300
Forestville	1	6	92	280	258	159
Gaspé	35	37	15	534	367	211
Granby	36	170	102	1,146	1,402	1,411
Hull	71	69	44	1,718	1,732	2,041
Joliette	296	122	99	2,040	2,490	2,173
Jonquière	75	69	22	1,571	1,507	1,536
Lachute	24	16	16	370	324	416
La Malbaie	231	568	297	664	931	670
La Tuque	121	77	645	598	534	445
Lévis	25	21	24	1,363	1,482	2,008
Louiseville	48	38	15	524	543	610
Magog	4	3	5	312	353	396
Maniwaki	32	37	72	301	328	257
Matane	36	35	14	573	585	299
Mégantic	1	2	1	372	397	356
Mont-Laurier	25	50	15	417	517	308
Montmagny	12	5	13	772	802	505
Montreal	4,420	3,653	2,396	41,145	40,320	43,665
New Richmond	3	15	83	498	424	303
Port Alfred	5	23	20	554	507	338
Quebec	913	669	537	6,264	7,544	7,164
Rimouski	59	40	114	1,352	1,530	1,143
Rivière du Loup	9	208	41	1,059	1,581	930
Roberval	25	48	84	896	956	698
Rouyn	97	54	49	1,449	1,450	1,554
Ste. Agathe-des-Monts	44	79	11	397	322	439
Ste. Anne de Bellevue	111	107	85	623	583	608
Ste. Thérèse	490	80	137	1,116	1,165	1,348
St. Hyacinthe	54	53	47	774	1,049	1,358
St. Jean	118	93	48	1,440	1,317	1,488
St. Jérôme	63	78	57	1,010	867	865
Sept-Îles	162	102	408	814	1,003	969
Shawinigan	68	57	130	2,267	2,347	1,982
Sherbrooke	252	228	253	2,939	2,863	2,991
Sorel	73	67	43	1,461	1,355	1,470
Thetford Mines	17	18	30	672	685	667
Trois-Rivières	166	162	96	2,334	2,375	2,939

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 29, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) Sept. 29, 1961	Previous Month Aug. 31, 1961	Previous Year Sept. 29, 1960	(1) Sept. 29, 1961	Previous Month Aug. 31, 1961	Previous Year Sept. 29, 1960
<b>Quebec—Cont'd.</b>						
Val d'Or.....	53	69	15	1,375	1,262	1,299
Valleyfield.....	28	23	16	1,047	1,019	1,358
Victoriaville.....	55	62	34	896	888	1,203
Ville St. Georges.....	101	129	223	821	861	983
<b>Ontario.....</b>	<b>12,688</b>	<b>13,641</b>	<b>9,021</b>	<b>114,558</b>	<b>112,788</b>	<b>132,286</b>
Amprior.....	59	25	55	192	178	184
Barrie.....	59	54	24	832	788	972
Belleville.....	105	82	46	1,134	1,070	1,212
Bracebridge.....	18	11	42	424	357	479
Brampton.....	29	25	32	875	991	1,155
Brantford.....	55	123	66	2,606	2,181	2,839
Brockville.....	38	48	26	386	429	543
Carleton Place.....	15	24	7	129	149	112
Chatham.....	148	168	100	923	1,935	1,071
Cobourg.....	55	68	57	719	624	653
Collingwood.....	43	36	5	381	472	563
Cornwall.....	100	109	100	1,780	1,740	2,372
Elliott Lake.....	38	37	19	515	373	254
Fort Erie.....	5	1	7	384	302	390
Fort Frances.....	23	25	24	257	236	195
Fort William.....	66	81	83	1,363	1,358	1,042
Galt.....	143	94	130	1,126	1,061	1,060
Gananoque.....	5	11	2	199	140	194
Goderich.....	34	84	23	274	317	314
Guelph.....	42	74	33	1,017	1,201	1,429
Hamilton.....	1,466	1,423	824	10,220	10,074	12,057
Hawkesbury.....	9	43	23	250	303	338
Kapuskasing.....	57	51	42	607	744	877
Kenora.....	15	12	13	365	285	277
Kingston.....	75	112	92	1,471	1,478	1,023
Kirkland Lake.....	65	44	43	811	791	783
Kitchener.....	239	181	175	1,897	1,776	2,140
Leamington.....	63	102	33	264	320	499
Lindsay.....	19	35	21	622	479	492
Listowel.....	32	36	54	125	135	202
London.....	682	562	537	2,830	2,658	4,017
Long Branch.....	294	320	186	2,607	2,710	3,257
Midland.....	12	14	13	350	278	461
Napanee.....	8	7	9	271	264	267
Newmarket.....	85	71	46	733	762	1,011
Niagara Falls.....	145	135	37	1,156	1,411	1,328
North Bay.....	38	36	46	913	810	1,019
Oakville.....	208	118	111	651	953	993
Orillia.....	19	24	17	477	501	738
Oshawa.....	285	110	91	8,394	5,166	6,536
Ottawa.....	1,098	1,071	888	3,946	3,585	47,704
Owen Sound.....	54	52	41	641	734	888
Parry Sound.....	3	3	2	176	152	150
Pembroke.....	81	85	99	1,195	970	1,066
Perth.....	15	29	27	264	221	197
Peterborough.....	60	25	48	2,395	2,251	2,545
Pictou.....	5	13	7	102	117	120
Port Arthur.....	148	222	168	1,678	1,639	1,548
Port Colborne.....	46	49	11	542	436	551
Prescott.....	47	39	32	427	477	413
Renfrew.....	6	11	10	198	243	266
St. Catharines.....	657	1,310	236	3,014	3,940	3,073
St. Thomas.....	40	149	41	550	514	739
Sarnia.....	105	115	101	1,504	1,734	1,646
Sault Ste. Marie.....	176	161	141	1,497	1,574	2,008
Simcoe.....	124	363	108	573	422	663
Sioux Lookout.....	4	6	25	102	88	121
Smiths Falls.....	7	8	12	337	284	267
Stratford.....	45	41	75	522	524	611
Sturgeon Falls.....	16	22	25	579	472	381
Sudbury.....	199	264	144	2,494	2,823	2,381
Tillsonburg.....	52	83	35	274	181	346
Timmins.....	70	87	34	1,431	1,467	1,280
Toronto.....	3,667	3,414	2,740	27,905	26,398	36,487
Trenton.....	121	298	88	322	447	479
Walkerton.....	62	66	55	326	402	494
Wallaceburg.....	10	7	22	206	434	343
Welland.....	158	149	109	1,482	1,550	1,577
Weston.....	373	548	136	2,345	2,740	3,243
Windsor.....	305	316	226	6,657	7,661	7,039
Woodstock.....	27	37	41	644	612	1,100
<b>Manitoba.....</b>	<b>1,696</b>	<b>1,974</b>	<b>2,295</b>	<b>13,018</b>	<b>12,865</b>	<b>11,086</b>
Brandon.....	106	117	176	910	780	725
Dauphin.....	22	19	25	485	463	323
Flin Flon.....	25	23	22	146	152	105
Portage la Prairie.....	23	33	73	443	422	353
The Pas.....	37	65	90	235	206	153
Winnipeg.....	1,483	1,717	1,909	10,799	10,862	9,447



**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 29, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>a</sup>			Registrations		
	(1) Sept. 29, 1961	Previous Month Aug. 31, 1961	Previous Year Sept. 29, 1960	(1) Sept. 29, 1961	Previous Month Aug. 31, 1961	Previous Year Sept. 29, 1960
<b>Saskatchewan</b> .....	<b>780</b>	<b>764</b>	<b>974</b>	<b>9,553</b>	<b>8,628</b>	<b>6,620</b>
Estevan.....	25	32	34	229	298	121
Lloydminster.....	27	47	29	174	154	150
Moose Jaw.....	74	84	103	727	675	590
North Battleford.....	38	57	49	367	346	424
Prince Albert.....	96	65	81	891	709	733
Regina.....	180	139	240	2,495	2,180	1,867
Saskatoon.....	222	225	269	2,772	2,623	1,738
Swift Current.....	32	22	68	379	305	201
Weyburn.....	18	22	39	201	180	118
Yorkton.....	68	71	62	1,318	1,158	678
<b>Alberta</b> .....	<b>2,490</b>	<b>3,319</b>	<b>2,231</b>	<b>15,460</b>	<b>14,555</b>	<b>16,992</b>
Blairmore.....	8	16	9	171	168	180
Calgary.....	726	883	587	5,563	5,091	6,602
Drumheller.....	22	19	15	220	268	179
Edmonton.....	1,273	1,869	1,237	6,389	6,183	7,301
Edson.....	41	34	13	241	213	261
Grande Prairie.....	117	102	73	429	452	351
Lethbridge.....	51	72	154	1,083	822	894
Medicine Hat.....	80	112	94	814	755	699
Red Deer.....	172	212	99	550	603	525
<b>British Columbia</b> .....	<b>1,818</b>	<b>2,698</b>	<b>1,856</b>	<b>40,573</b>	<b>42,271</b>	<b>46,341</b>
Chilliwack.....	49	55	27	1,007	1,259	961
Courtenay.....	31	27	20	582	1,325	787
Cranbrook.....	46	50	34	419	369	508
Dawson Creek.....	49	59	27	502	554	551
Duncan.....	26	32	24	508	1,218	503
Kamloops.....	17	37	10	809	617	735
Kelowna.....	9	29	18	436	526	372
Kitimat.....	13	228	34	182	1,164	128
Mission City.....	41	56	23	626	710	634
Nanaimo.....	7	19	10	736	1,514	841
Nelson.....	21	50	200	497	407	410
New Westminster.....	167	263	221	6,444	6,119	7,156
Penticton.....	5	51	21	488	561	458
Port Alberni.....	40	110	30	596	959	614
Prince George.....	57	82	32	1,144	781	1,391
Prince Rupert.....	17	85	16	701	530	852
Princeton.....	9	12	9	240	224	190
Quesnel.....	35	42	12	537	471	705
Trail.....	51	58	77	517	483	366
Vancouver.....	930	1,039	841	19,491	18,435	23,386
Vernon.....	13	70	16	675	596	548
Victoria.....	153	183	99	3,142	3,157	3,935
Whitehorse.....	32	61	55	294	292	310
<b>Canada</b> .....	<b>31,711</b>	<b>32,813</b>	<b>26,035</b>	<b>317,618</b>	<b>320,940</b>	<b>343,990</b>
Males.....	14,645	14,963	12,239	216,358	216,245	228,632
Females.....	17,066	17,850	13,796	101,260	104,695	115,358

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

\* Prior to March 1961, the office at Sydney Mines, N.S. operated as a branch of the Sydney N.S. local office.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1956-1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,902	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	998,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1961 (9 months).....	721,584	478,821	242,763	62,954	186,336	225,626	149,976	96,692
1961 (9 months).....	822,368	546,421	275,947	67,161	215,729	272,142	158,305	109,031

## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, AUGUST 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.2	18,317	422,270
Prince Edward Island.....	0.6	2,700	53,136
Nova Scotia.....	8.3	36,515	802,327
New Brunswick.....	6.2	27,210	553,559
Quebec.....	56.1	246,680	5,549,789
Ontario.....	68.5	301,483	6,954,305
Manitoba.....	7.1	31,354	704,498
Saskatchewan.....	4.7	20,495	444,268
Alberta.....	8.3	36,638	852,985
British Columbia.....	22.6	99,533	2,498,531
Total, Canada, August 1961.....	186.6	820,925	18,865,698
Total, Canada, July 1961.....	191.0	820,080	18,550,593
Total, Canada, August 1960.....	210.9	970,369	21,356,560

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, AUGUST 31, 1961**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percent- age Postal	August 31, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	229,318	67,783	24,741	36,482	25,436	17,971	14,146	42,759	26.6	280,195
Male.....	151,855	49,979	17,371	24,075	15,419	10,633	8,490	25,888	27.9	186,456
Female.....	77,463	17,804	7,370	12,407	10,017	7,338	5,656	16,871	24.0	93,739
Newfoundland.....	5,277	1,178	598	903	463	393	369	1,373	62.6	5,075
Male.....	4,105	940	489	762	324	287	282	1,021	67.3	3,935
Female.....	1,172	238	109	141	139	106	87	352	46.3	1,140
Prince Edward Island.....	716	147	63	144	96	77	48	141	58.7	777
Male.....	434	95	41	96	54	48	24	76	63.8	503
Female.....	282	52	22	48	42	29	24	65	50.7	274
Nova Scotia.....	11,934	4,217	983	1,623	1,084	808	825	2,394	30.8	11,647
Male.....	9,361	3,601	767	1,239	783	582	643	1,746	29.6	9,021
Female.....	2,573	616	216	384	301	226	182	648	35.3	2,626
New Brunswick.....	7,482	1,842	655	1,228	863	624	770	1,500	47.2	9,298
Male.....	5,230	1,416	472	858	534	392	619	939	49.9	6,844
Female.....	2,252	426	183	370	329	232	151	561	40.9	2,454
Quebec.....	68,250	19,385	7,129	10,295	8,214	6,046	4,519	12,662	27.1	83,378
Male.....	44,911	14,251	4,976	6,712	4,930	3,686	2,688	7,668	28.4	54,367
Female.....	23,339	5,134	2,153	3,583	3,284	2,360	1,831	4,994	24.6	29,011
Ontario.....	81,486	24,902	9,164	13,470	8,212	6,026	4,582	15,130	20.1	112,079
Male.....	52,263	18,113	6,319	8,663	4,534	3,347	2,476	8,811	20.0	73,897
Female.....	29,223	6,789	2,845	4,807	3,678	2,679	2,106	6,319	20.4	38,182
Manitoba.....	8,471	2,307	798	1,289	1,046	851	550	1,630	20.9	7,586
Male.....	5,220	1,523	479	762	588	501	325	1,042	22.6	4,170
Female.....	3,251	784	319	527	458	350	225	588	18.0	3,416
Saskatchewan.....	5,395	1,316	607	919	632	474	343	1,104	39.7	4,483
Male.....	3,106	866	370	498	346	243	196	587	42.7	2,312
Female.....	2,289	450	237	421	286	231	147	517	35.7	2,171
Alberta.....	10,072	2,865	1,118	1,488	1,120	928	701	1,852	29.4	11,910
Male.....	5,775	1,732	674	801	619	523	405	1,021	34.1	7,607
Female.....	4,297	1,133	444	687	501	405	296	831	23.2	4,303
British Columbia.....	30,235	9,624	3,626	5,123	3,706	1,744	1,439	4,973	27.3	33,962
Male.....	21,450	7,442	2,784	3,684	2,707	1,024	832	2,977	29.2	23,800
Female.....	8,785	2,182	842	1,439	999	720	607	1,996	22.8	10,162



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
AUGUST, 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,820	1,109	711	2,154	1,303	851	480
Prince Edward Island.....	237	132	105	261	189	72	52
Nova Scotia.....	9,780	3,408	6,372	8,831	7,812	1,019	1,885
New Brunswick.....	3,053	1,846	1,207	3,085	2,121	964	749
Quebec.....	32,139	18,867	13,272	33,662	24,233	9,429	8,607
Ontario.....	46,580	26,983	19,597	50,693	39,431	11,262	11,683
Manitoba.....	3,925	2,416	1,509	3,741	2,689	1,052	831
Saskatchewan.....	2,499	1,529	970	2,462	1,775	687	600
Alberta.....	5,172	3,058	2,114	5,213	3,650	1,563	1,373
British Columbia.....	15,969	8,611	7,358	15,627	11,335	4,292	3,909
Total, Canada, August 1961....	121,174	67,959	53,215	125,729	94,538	31,191	30,169
Total, Canada, July 1961.....	126,156	71,943	54,208	120,053	92,154	27,899	34,724
Total, Canada, August 1960....	149,574	80,605	68,969	149,223	118,582	30,641	37,362

\*In addition, revised claims received numbered 40,678.

†In addition, 36,879 revised claims were disposed of. Of these, 3,772 were special requests not granted and 1,169 were appeals by claimants. There were 13,006 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—July.....	3,978,000	3,722,700	255,300
June.....	3,943,000	3,676,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,496,900	754,100
November.....	4,110,000	3,624,800	485,200
October.....	4,062,000	3,671,800	330,200
September.....	3,998,000	3,718,500	279,500
August.....	4,003,000	3,722,800	280,200
July.....	3,985,000	3,690,900	294,100

## F—Prices

### TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	138.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—October.....	128.7	123.5	133.3	111.3	138.7	155.7	145.8	115.8
November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October.....	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3

### TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1961

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Sept. 1960	August 1961	Sept. 1961					
(1) St. John's, Nfld.....	114.8	117.9	116.7	112.0	113.7	110.4	111.4	132.8
Halifax.....	127.1	128.7	128.8	119.8	136.9	122.6	130.8	140.2
Saint John.....	129.2	131.2	130.8	125.1	141.2	120.9	124.6	144.2
Montreal.....	127.7	128.8	129.5	128.7	146.7	107.9	118.6	139.8
Ottawa.....	129.0	129.8	131.2	125.0	149.5	117.0	123.4	142.0
Toronto.....	130.7	130.9	132.3	124.1	152.4	117.3	126.3	141.4
Winnipeg.....	126.2	127.3	127.9	125.7	136.3	116.6	120.2	137.1
Saskatoon—Regina.....	125.6	126.0	126.4	125.0	124.4	123.5	126.3	130.9
Edmonton—Calgary.....	125.1	125.0	125.5	120.7	125.2	120.3	127.8	133.4
Vancouver.....	129.2	128.5	129.0	123.2	137.0	114.9	133.0	137.4

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 422, April issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: September.....	33	57	13,072	115,280	0.10
October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	12,001	107,480	0.10
June.....	21	38	12,323	128,020	0.12
July.....	28	41	8,826	94,560	0.09
August.....	32	47	8,067	64,570	0.06
September.....	31	53	10,664	105,500	0.09

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, SEPTEMBER 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	1,162	3,490
Fishing.....	23	2,503	26,960
Mining.....	13	5,223	52,070
Manufacturing.....	5	660	3,200
Construction.....	1	135	190
Transportation, etc.....	7	217	3,480
Public utilities.....	3	764	16,110
Trade.....	53	10,664	105,500
Service.....			
All industries.....			

**TABLE G-3—STRIKES AND LOCKOUTS, SEPTEMBER 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	140	420
Prince Edward Island.....	2	1,176	3,530
Nova Scotia.....	13	2,871	45,480
New Brunswick.....	23	5,380	48,930
Quebec.....	1	18	180
Ontario.....	3	118	180
Manitoba.....	1	150	600
Saskatchewan.....	5	190	3,880
Alberta.....	4	621	2,300
British Columbia.....			
Federal.....			
All jurisdictions.....	53	10,664	105,500

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
SEPTEMBER 1961**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			Sept- ember	Accu- mulated		
<b>MINING</b> <i>Coal etc.</i> Dominion Coal (No. 26 Colliery), Glace Bay, N.S.	Mine Workers Loc. 4520 (Ind.)	1,162	3,490	3,490	Sep. 26 Oct. 1	Disciplinary suspension of one worker~Return of workers.
<b>MANUFACTURING</b> <i>Foods and Beverages</i> Grimsby Foods, Hamilton, Ont.	Unorganized	225	110	110	Sep. 7 Sep. 8	Wages~Return of workers.
Hiram Walker & Sons, Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	130	70	70	Sep. 15 Sep. 18	Alleged speed-up on pro- duction line~Return of workers.
<i>Rubber Products</i> Kaufman Rubber, Montreal, Que.	Leather and Shoe Workers Federation (CNTU)	105	1,580	1,580	Sep. 11 Oct. 2	Change from hourly to piece work rates~Return of workers pending further negotiations.
<i>Leather Products</i> Dependable Shoe Mfg. Co. Montreal, Que.	Butcher Workmen Loc. 102 (AFL-CIO/CLC)	170	430	430	Sep. 25 Sep. 27	Wages, union recognition, paid holidays~20% wage increase, union security, 8 paid holidays instead of 5, welfare plan.
Daoust-Lalonde, Montreal, Que.	Leather and Shoe Workers Federation (CNTU)	200	1,000	1,000	Sep. 25 .....	Wages~
<i>Wood Products</i> Canadian International Plywoods, Gatineau, Que.	Pulp and Paper Mill Work- ers Loc. 143 (AFL-CIO/ CLC)	235	4,700	9,400	Aug. 3 .....	Wages~
Nfld. Hardwoods, Topsail, Nfld.	Carpenters Loc. 1291 (AFL-CIO/CLC)	140	420	700	Aug. 29 Sep. 7	Wages~Return of work- ers; wages to be discussed Feb. 1962.
Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO CLC)	162	2,510	2,510	Sep. 8 .....	Union security~
Dominion Ayers, Ayersville, Que.	Carpenters Loc. 3263 (AFL-CIO/CLC)	160 (26)	960	960	Sep. 22 .....	Wages~
<i>Transportation Equipment</i> Bristol Aero Industries, Montreal, Que.	Bristol Employees Associ- ation (Ind.)	300	4,050	4,050	Sep. 13 .....	Wages~
<i>Non-Metallic Mineral Products</i> Atlas Asbestos Co., Montreal, Que.	Oil Workers Loc. 16-695 (AFL-CIO/CLC)	240	4,640	8,240	Aug. 10 .....	Wages~
<b>CONSTRUCTION</b> Brown & Root, Edmonton, Alta.	Labourers Loc. 92 (AFL- CIO/CLC) Operating En- gineers Loc. 955 (AFL- CIO)	150	600	600	Sep. 1 Sep. 11	Union hall hiring~Return of workers pending in- clusion of union security clause in new contract.
Sheet metal contractors, Montreal, Que.	Sheet Metal Workers, Loc. 116 (AFL-CIO/CLC)	1,200	24,000	24,000	Sep. 1 .....	Wages~
Toronto Sheet Metal Labour Bureau, Toronto, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO/CLC)	600	9,000	9,000	Sep. 11 .....	Wages, travelling time~
Structural Steel Erectors Asso- ciation of Ontario, Toronto, Hamilton, other centres, Ont.	Structural Iron Workers, various locs. (AFL-CIO/ CLC)	960	7,340	7,340	Sep. 12 .....	Wages, fringe benefits~
Windsor Builders and Contrac- tors Exchange, Windsor, Ont.	I.B.E.W. Loc. 773 other building trades unions (AFL-CIO/CLC)	1,900	10,040	10,040	Sep. 20 .....	Wages, fringe benefits~
Pigott Construction, Toronto, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO, CLC)	209	630	630	Sep. 27 .....	Jurisdictional dispute be- tween unions~



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
SEPTEMBER 1961**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Sept- ember	Accu- mulated		
TRANSPORTATION ETC. Transportation Inter-City Truck Lines, Various centres, Ont.	Teamsters Loc. 879, 880, 938 (Ind.)	560 (25)	1,760	1,760	Sep. 4 Sep. 7	Use of piggy-back service ~ Agreement reached on extent of piggy-back opera- tions.
PUBLIC UTILITY OPERATION City of Hamilton, Hamilton, Ont.	International Operating Engineers Loc.700 (AFL- CIO)	135	190	190	Sep. 28 .....	Wages~
SERVICE Personal Service Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	750	16,070	103,770	Apr. 24 .....	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

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